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FIFTEENTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1981-1982

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED THIRTY-TWO STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-FIVE STATES
AND THIRTY-ONE UNIVERSITY SYSTEMS
IN TWENTY-FOUR STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1981

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the fifteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctorate-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

Four positions have been added to the 1981-1982 report. The combined position of Vice President of Research Services and Graduate Dean is listed as a title under Research Officers. Three dean positions have been added to this report: Dean of Dentistry, Dean of Health Professions, and Dean of Public Affairs.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-four universities in fifty states. From this group, replies were received from one hundred thirty-two institutions in forty-five states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State University and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-two participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-eight university systems in thirty states, and replies were received from thirty-one university systems in twenty-four states.

Two positions have been added to the system officers categories. These are: Associate Vice President of Development and Associate Vice President for Academic Affairs.

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President (Chancellor) 4

Academic Officers 5

Business Officers 9

Student Affairs Officers 13

Administrative Officers 19

Public Relations/Development 23

Research Officers 26

Deans (Directors) 28

TABLE II A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Thirty-Two Universities in Forty-Five States by Equal Employment Opportunity Regions:

Atlanta Region 38

Chicago Region 48

Dallas Region 60

Denver Region 70

Kansas City Region 79

New York and Boston Regions 87

Philadelphia Region 94

San Francisco Region 102

Seattle Region 109

TABLE III A Rank-Order Distribution of Twelve Month Administrative Salaries Paid Among Thirty-One University Systems in Twenty-Four States 116

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES
IN FORTY-FIVE STATES

This table summarizes the data for one hundred thirty-two universities in forty-five states. For making these data available, the University of Arkansas is grateful to the following universities:

Auburn University
Ball State University
Bowling Green State University
Central Michigan University
Clemson University
Cleveland State University
College of William & Mary
Colorado State University
East Tennessee State University
East Texas State University
Florida State University
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University of Pennsylvania
Indiana University-Purdue University at Indianapolis
Indiana University at Bloomington
Iowa State University of Science and Technology
Kansas State University
Kent State University
Lamar University
Louisiana State University & Agricultural & Mechanical College
Louisiana Tech University
Memphis State University
Miami University
Michigan State University
Michigan Technological University
Middle Tennessee State University
Mississippi State University
Montana State University
New Mexico Institute of Mining and Technology
New Mexico State University
North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Oakland University
Ohio University
Oklahoma State University
Oregon State University
Portland State University
South Dakota School of Mines and Technology
South Dakota State University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
State University of New York at Albany
State University of New York at Binghampton
State University of New York at Buffalo
State University of New York at Stony Brook
Stephen F. Austin State University
Temple University
Texas A & I University
Texas A & M University
Texas Tech University and Texas Tech University Health Sciences Center
University of Alabama
University of Alabama at Birmingham

TABLE I (Continued)

University of Alabama at Huntsville
University of Alaska at Fairbanks
University of Arizona
University of Arkansas
University of California at Davis
University of California at Riverside
University of California at Santa Cruz
University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
University of Delaware
University of Florida
University of Georgia
University of Houston
University of Idaho
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Iowa
University of Kansas at Lawrence
University of Kentucky
University of Louisville
University of Lowell
University of Maine at Orono
University of Maryland at Baltimore
University of Maryland-Baltimore County
University of Maryland at College Park
University of Massachusetts at Amherst
University of Michigan
University of Mississippi
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Montana
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Nevada at Las Vegas
University of Nevada at Reno
University of New Hampshire
University of New Mexico
University of New Orleans
University of North Carolina at Chapel Hill
University of North Dakota
University of Northern Colorado
University of North Florida
University of Northern Iowa
University of Oklahoma
University of Oregon
University of South Alabama
University of South Carolina
University of South Dakota
University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
University of Tennessee at Knoxville
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Toledo
University of Utah
University of Vermont
University of Virginia
University of Wisconsin at Madison
University Wisconsin at Milwaukee

TABLE I (Continued)

University of Wyoming	Washington State University
Utah State University	Wayne State University
Virginia Commonwealth University	West Virginia University
Virginia Polytechnic Institute and State University	Western Michigan University
	Wichita State University

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	100,000
2	90,000
3	88,000
4	81,000
5	76,500
6	75,900
7	75,500
8	74,460
9	66,725
10	65,000
11	64,955
12	60,000
13	57,000
14	51,384
15	47,560
AVERAGE	71,732

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY	
1	95,000	*
2	90,000	*
3	88,250	*
4	84,660	*
5	84,347	*
6	83,208	*
7	83,000	*
8	82,868	*
9	82,500	*
10	82,500	*
11	82,500	*
12	81,700	*
13	81,700	
14	81,500	*
15	80,804	*
16	80,000	*
17	79,700	*
18	79,000	*
19	78,150	*
20	78,000	
21	76,930	*
22	76,895	
23	76,505	
24	75,000	*
25	75,000	
26	75,000	
27	75,000	
28	74,600	*
29	74,295	*
30	74,175	*
31	74,175	*
32	74,000	*
33	74,000	*
34	73,000	*
35	72,500	
36	72,500	*
37	72,500	*
38	72,000	*
39	72,000	*
40	71,855	*
41	71,855	
42	71,000	*
43	70,000	*
44	70,000	*
45	70,000	
46	69,800	*
47	69,757	*
48	69,600	*
49	69,137	
50	68,508	*
51	67,740	
52	67,500	*
53	67,431	*
54	66,725	*
55	66,500	
56	66,000	
57	65,985	
58	65,800	*
59	65,700	*
60	65,650	
61	65,600	*
62	65,414	*
63	65,052	*
64	65,052	*
65	65,052	*
66	65,000	
67	65,000	
68	64,971	*
69	64,970	*
70	64,900	*
71	64,560	
72	64,560	
73	64,500	*
74	64,300	
75	64,260	*
76	64,000	*
77	63,100	
78	63,000	*
79	62,736	*
80	62,700	
81	62,700	*
82	62,540	*
83	62,000	*
84	62,000	
85	61,500	
86	61,500	
87	61,500	*
88	61,369	
89	61,200	
90	60,600	
91	60,351	*
92	60,315	*
93	60,315	*
94	60,315	*
95	60,180	*
96	60,000	
97	59,354	
98	59,000	*
99	58,806	
100	58,750	
101	58,400	
102	58,000	*
103	57,886	
104	57,500	*
105	57,115	*
106	56,000	*
107	56,000	*
108	54,265	
109	54,150	*
110	54,150	
111	54,142	
112	53,000	*
113	51,000	*
114	48,484	*
115	48,400	
116	48,400	
117	48,087	
118	47,940	
119	46,619	
AVERAGE	67,383	

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	76,300 *
2	75,500 *
3	75,000 *
4	73,000 *
5	(73,000)*
6	72,900 *
7	71,500 *
8	71,094 *
9	70,000
10	68,200 *
11	68,000
12	68,000 *
13	67,803 *
14	66,500 *
15	(66,000)*
16	(66,000)*
17	65,500 *
18	65,000
19	65,000 *
20	(64,850)*
21	(64,800)*
22	64,500
23	64,000 *
24	63,996 *
25	63,955 *
26	63,800
27	63,000
28	62,700 *
29	62,163
30	(61,950)*
31	61,200
32	60,000
33	60,000 *
34	60,000 *
35	59,832 *
36	59,574
37	59,278 *
38	59,000 *
39	58,980 *
40	58,704 *
41	58,000 *
42	57,550 *
43	(57,500)*
44	57,300 *
45	57,240 *
46	57,200 *
47	57,000 *
48	57,000 *
49	56,880
50	56,639 *
51	56,000 *
52	55,500 *
53	55,400 *
54	55,400 *
55	55,371 *
56	55,284
57	55,100
58	55,043
59	55,000 *
60	55,000 *
61	55,000 *
62	55,000
63	55,000 *
64	54,900
65	54,800
66	54,600 *
67	54,550 *
68	54,450
69	54,000
70	53,500 *
71	53,500 *
72	53,119
73	52,998 *
74	52,500
75	52,461
76	52,380
77	52,000
78	52,000 *
79	51,542 *
80	(51,345)
81	51,000 *
82	50,750
83	50,700 *
84	50,323
85	50,000
86	50,000 *
87	50,000
88	49,800
89	49,668
90	49,518
91	49,000 *
92	49,000
93	48,949 *
94	48,350 *
95	48,260 *
96	46,867
97	46,750 *
98	46,056 *
99	46,019
100	45,985
101	45,175
102	(44,186)
103	43,450 *
104	(43,066)
105	42,000
AVERAGE	57,243

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	77,000
2	75,000 *
3	74,000 *
4	(73,000)*
5	73,000 *
6	70,066 *
7	67,500 *
8	65,629
9	65,000 *
10	(64,850)*
11	64,440 *
12	63,500 *
13	62,275
14	(61,950)*
15	61,800 *
16	61,016 *
17	61,000 *
18	60,540 *
19	60,040 *
20	59,500 *
21	57,645
22	(57,500)*
23	55,000 *
24	54,966
25	54,900
26	54,000 *
27	52,963
28	52,563 *
29	(51,345)
30	49,500 *
31	45,000 *
32	(44,186)
33	32,832 *
AVERAGE	60,106

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	
1	66,125	*
2	65,042	*
3	60,500	*
4	58,500	*
5	56,575	*
6	56,500	*
7	56,200	*
8	56,200	*
9	55,000	*
10	54,060	*
11	54,000	*
12	53,250	*
13	53,100	
14	53,000	
15	52,800	*
16	52,700	*
17	52,500	*
18	52,006	*
19	52,000	*
20	51,645	*
21	51,500	*
22	51,200	*
23	50,852	*
24	50,600	*
25	50,500	*
26	50,408	
27	50,000	*
28	50,000	*
29	49,824	*
30	49,032	*
31	49,000	*
32	48,798	*
33	48,600	*
34	48,240	
35	48,095	*
36	48,000	*
37	48,000	*
38	47,800	*
39	47,677	
40	47,448	
41	47,124	*
42	47,100	
43	47,000	*
44	46,844	
45	46,709	*
46	46,020	*
47	46,000	*
48	46,000	*
49	46,000	*
50	46,000	*
51	45,908	*
52	45,878	*
53	45,856	*
54	45,603	*
55	45,500	*
56	45,474	*
57	45,422	*
58	45,208	
59	45,000	*
60	44,922	
61	44,700	*
62	44,600	*
63	44,520	*
64	44,500	
65	44,495	
66	44,416	*
67	44,400	*
68	44,362	*
69	44,200	*
70	44,100	
71	44,085	*
72	44,000	*
73	43,818	*
74	43,771	
75	43,603	
76	43,600	*
77	43,560	
78	43,555	*
79	43,500	*
80	43,500	*
81	43,028	*
82	(43,000)	
83	42,969	*
84	42,900	*
85	42,420	*
86	42,420	*
87	42,200	
88	42,158	
89	42,000	
90	42,000	*
91	41,730	*
92	41,643	
93	41,400	
94	41,355	*
95	40,950	
96	40,700	
97	40,582	
98	40,500	
99	40,000	*
100	40,000	*
101	40,000	
102	39,600	*
103	39,419	
104	39,037	
105	38,731	
106	38,500	*
107	38,190	*
108	38,088	
109	37,907	
110	37,500	
111	37,000	
112	37,000	
113	36,796	*
114	36,720	
115	36,500	
116	36,399	
117	36,275	*
118	35,750	*
119	35,045	*
120	35,016	
121	35,000	*
122	34,375	*
123	33,284	
124	31,334	*
125	30,000	
126	28,079	
127	27,005	
128	21,000	*
AVERAGE	44,700	

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	(66,000)*
2	57,000
3	50,000 *
4	46,200 *
5	44,735 *
6	(43,800)*
7	43,120
8	41,200 *
9	40,500 *
10	40,000 *
11	39,636 *
12	39,500 *
13	39,396 *
14	38,650 *
15	38,300 *
16	38,280 *
17	37,071 *
18	(37,000)
19	36,923 *
20	36,800 *
21	36,796 *
22	36,756
23	36,000 *
24	35,336
25	(35,000)*
26	35,000 *
27	35,000 *
28	34,923 *
29	34,704 *
30	34,440 *
31	34,140 *
32	34,063 *
33	33,283
34	33,100
35	33,000 *
36	33,000 *
37	32,820 *
38	(32,700)
39	32,550 *
40	32,400 *
41	32,400
42	32,172 *
43	32,100 *
44	(32,000)
45	31,562 *
46	31,482 *
47	31,207 *
48	31,121 *
49	31,000 *
50	31,000
51	30,863
52	30,770 *
53	30,140
54	(30,138)
55	(30,025)*
56	30,000 *
57	30,000 *
58	30,000
59	30,000 *
60	29,468 *
61	29,342 *
62	29,200 *
63	29,050 *
64	28,890
65	28,885
66	28,850 *
67	28,818 *
68	28,548 *
69	28,500
70	28,500 *
71	28,302
72	28,200
73	28,168 *
74	27,800
75	27,750 *
76	27,600 *
77	27,500 *
78	27,410
79	27,320 *
80	26,900 *
81	26,655
82	26,500 *
83	26,353 *
84	26,106 *
85	26,000 *
86	25,600 *
87	25,013 *
88	24,531
89	24,500 *
90	24,471
91	24,400 *
92	(24,000)*
93	23,716 *
94	23,638
95	23,476 *
96	23,359 *
97	23,300 *
98	23,200 *
99	23,026 *
100	22,954 *
101	22,800
102	22,300 *
103	21,844
104	20,910
105	20,636
106	20,000
107	18,744
108	17,766 *
AVERAGE	31,272

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	68,244 *
2	64,300 *
3	63,690 *
4	60,528 *
5	59,500 *
6	58,080 *
7	57,000 *
8	54,800 *
9	54,624 *
10	53,700 *
11	53,226 *
12	52,776 *
13	51,700 *
14	51,641 *
15	51,360 *
16	51,000 *
17	51,000 *
18	50,978 *
19	50,520 *
20	50,505 *
21	50,200 *
22	49,992 *
23	49,500 *
24	49,228 *
25	49,000 *
26	48,600 *
27	48,300
28	48,000 *
29	48,000 *
30	47,300 *
31	47,250 *
32	47,000
33	46,640
34	46,600 *
35	46,010
36	45,900 *
37	45,600 *
38	45,500 *
39	45,027 *
40	45,000
41	45,000 *
42	44,842
43	44,800 *
44	44,620 *
45	44,000 *
46	43,612 *
47	43,200 *
48	43,028 *
49	43,000 *
50	43,000
51	42,935 *
52	42,919 *
53	42,675 *
54	42,600
55	42,500 *
56	42,265 *
57	42,000 *
58	42,000 *
59	41,600 *
60	41,500
61	41,000 *
62	41,000
63	41,000 *
64	40,824 *
65	40,810 *
66	40,788
67	40,700 *
68	40,867
69	40,565
70	40,[illegible]00
71	40,[illegible]00 *
72	40,296 *
73	40,000
74	39,804 *
75	39,749 *
76	39,613
77	39,520
78	39,346
79	38,985 *
80	38,979
81	38,868
82	38,760
83	38,600 *
84	38,500 *
85	38,160
86	38,000 *
87	37,800 *
88	37,200 *
89	37,140 *
90	37,033
91	37,012 *
92	37,000
93	(37,000)
94	36,796 *
95	36,760
96	36,744 *
97	36,662
98	36,497 *
99	36,396
100	36,327 *
101	36,298
102	36,000 *
103	36,000 *
104	35,160
105	35,000
106	34,921
107	34,295
108	34,095 *
109	33,600
110	33,519 *
111	33,000 *
112	31,900 *
113	31,840
114	31,550 *
115	31,400
116	31,199
117	31,153
118	30,729
119	30,613
120	30,538 *
121	30,223
AVERAGE	42,684

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	78,403 *
2	(72,500)*
3	(70,000)*
4	69,701 *
5	(69,500)*
6	68,000 *
7	66,948 *
8	66,500 *
9	65,800
10	65,000 *
11	64,000 *
12	63,000 *
13	(62,640)*
14	62,500
15	61,800 *
16	61,500
17	61,500
18	61,000 *
19	61,000
20	60,800 *
21	60,523 *
22	60,500 *
23	59,824 *
24	59,600 *
25	(59,200)
26	58,800
27	58,494
28	58,482
29	(58,400)*
30	58,240 *
31	57,982
32	57,912 *
33	57,780 *
34	57,418 *
35	57,300 *
36	56,449
37	56,410 *
38	56,000 *
39	56,000
40	55,600 *
41	55,510
42	55,500 *
43	55,089 *
44	55,000 *
45	55,000 *
46	55,000 *
47	54,840
48	54,500 *
49	(54,500)*
50	(54,203)*
51	(54,000)*
52	54,000 *
53	53,500
54	53,240 *
55	53,240 *
56	(53,240)*
57	52,700 *
58	52,630 *
59	52,430
60	52,250
61	52,224
62	52,057 *
63	52,050
64	52,044
65	52,000
66	51,943 *
67	51,895
68	51,800 *
69	51,542 *
70	51,475 *
71	51,474 *
72	51,262
73	51,130 *
74	51,000 *
75	50,350
76	50,323
77	50,205
78	50,200 *
79	50,177
80	50,000 *
81	49,680 *
82	49,663 *
83	49,500 *
84	49,203
85	49,050
86	48,852 *
87	48,722 *
88	48,000 *
89	47,400 *
90	46,804
91	45,900 *
92	45,900
93	45,748
94	45,500 *
95	45,000 *
96	45,000 *
97	44,538
98	44,100
99	44,000 *
100	42,271 *
101	41,656 *
102	37,740
103	36,150 *
AVERAGE	54,650

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	63,000 *
2	55,300 *
3	54,500 *
4	52,600 *
5	51,501 *
6	51,250 *
7	49,950 *
8	49,150 *
9	49,000 *
10	48,504
11	48,400 *
12	48,300 *
13	48,120 *
14	47,000 *
15	47,000 *
16	46,440 *
17	46,020
18	46,000 *
19	45,665
20	45,350 *
21	44,964
22	44,760 *
23	44,600 *
24	44,500
25	44,300 *
26	44,079 *
27	44,000
28	43,700 *
29	43,687 *
30	43,620 *
31	43,176 *
32	43,000 *
33	42,400
34	42,200 *
35	42,190 *
36	42,190
37	41,900
38	41,721 *
39	41,676 *
40	41,615
41	41,602
42	41,600 *
43	41,580 *
44	41,496
45	41,400 *
46	41,244 *
47	41,000 *
48	40,800
49	40,715 *
50	40,700 *
51	40,500 *
52	40,000 *
53	40,000 *
54	39,900 *
55	39,782 *
56	39,500 *
57	39,000
58	38,990 *
59	38,990 *
60	38,982
61	38,875 *
62	38,600
63	38,251 *
64	38,174 *
65	38,000
66	38,000 *
67	37,500 *
68	37,490
69	37,300
70	37,296 *
71	37,206
72	37,000 *
73	36,796 *
74	36,720 *
75	36,400
76	36,300 *
77	36,180 *
78	36,057
79	35,599 *
80	34,896 *
81	34,880
82	34,800
83	34,700
84	34,309
85	34,107 *
86	33,664
87	33,612 *
88	32,781
89	32,411
90	32,271 *
91	32,250 *
92	31,800
93	31,404
94	31,147 *
95	31,124 *
96	31,000
97	31,000 *
98	30,740 *
99	30,729
100	30,026 *
101	29,529
102	29,500 *
103	29,255
104	28,500
105	27,500
106	26,700 *
107	22,847
AVERAGE	39,723

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(72,500)*
2	(70,000)*
3	(69,500)*
4	(59,200)
5	57,000 *
6	56,000 *
7	(52,700)*
8	(49,200)*
9	45,200 *
10	45,110 *
11	43,290
12	43,134
13	42,400
14	42,080 *
15	41,500 *
16	39,400
17	38,960 *
18	38,500
19	37,100 *
20	36,372 *
21	34,700 *
22	34,000 *
23	33,288 *
24	32,624
25	31,850 *
26	30,600
27	29,543 *
28	27,996
29	27,600 *
30	27,572
31	25,300
32	23,882 *
33	23,882 *
AVERAGE	41,272

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	52,200 *
2	51,600 *
3	50,800 *
4	50,224 *
5	(49,200)*
6	48,203 *
7	47,000 *
8	46,042 *
9	44,394 *
10	42,500 *
11	42,500 *
12	42,400 *
13	42,400 *
14	42,378 *
15	42,364 *
16	41,700 *
17	40,400 *
18	39,000 *
19	38,990 *
20	38,420
21	38,103
22	37,800 *
23	37,100 *
24	37,000
25	36,832
26	36,591 *
27	36,267
28	36,000 *
29	35,500 *
30	34,250
31	33,898 *
32	33,676 *
33	33,500 *
34	33,500 *
35	33,199
36	30,880
37	30,250 *
38	30,192 *
39	30,000 *
40	29,000 *
41	28,832
42	28,618
43	28,240 *
44	28,200 *
45	27,200 *
46	26,232
47	25,932
48	25,055
49	23,372 *
AVERAGE	37,103

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	42,500 *
2	40,900 *
3	39,996 *
4	39,500 *
5	38,990 *
6	38,990 *
7	38,300
8	37,932 *
9	37,451 *
10	36,796 *
11	36,268
12	36,250
13	35,900
14	35,665 *
15	35,156 *
16	35,000
17	35,000 *
18	34,400 *
19	33,800 *
20	33,608 *
21	33,200 *
22	33,000 *
23	32,900 *
24	32,800 *
25	32,748 *
26	32,710 *
27	32,000 *
28	31,860
29	31,800 *
30	31,449 *
31	31,248 *
32	31,204
33	30,960 *
34	30,888 *
35	30,780 *
36	30,540 *
37	30,540 *
38	30,375 *
39	30,311 *
40	30,163
41	30,151 *
42	30,064
43	29,900 *
44	29,800
45	29,500
46	29,412 *
47	29,364 *
48	29,000
49	29,000 *
50	28,524
51	28,500 *
52	28,380
53	28,300 *
54	28,132
55	28,000
56	27,760 *
57	27,300
58	27,142 *
59	26,750
60	26,597 *
61	26,500 *
62	26,395 *
63	26,000
64	26,000 *
65	25,800
66	25,000
67	24,936
68	24,900
69	24,490 *
70	24,449 *
71	24,012
72	23,500 *
73	22,908 *
74	22,499
75	21,588 *
76	21,000
77	20,800 *
78	19,786 *
79	16,490 *
AVERAGE	30,285

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(64,800)*
2	62,000 *
3	(52,700)*
4	52,000 *
5	51,756 *
6	48,825 *
7	48,800 *
8	47,400 *
9	47,000
10	46,805 *
11	46,592 *
12	46,500 *
13	46,000
14	45,732 *
15	45,720 *
16	45,500
17	45,000 *
18	44,500
19	43,524
20	42,120 *
21	42,000 *
22	41,900 *
23	41,580 *
24	41,500 *
25	41,496
26	40,716 *
27	40,700 *
28	40,292 *
29	40,140
30	40,100 *
31	40,000 *
32	40,000 *
33	39,400 *
34	39,218
35	39,200
36	39,100 *
37	38,990 *
38	38,700 *
39	38,500
40	37,500 *
41	37,500 *
42	37,355 *
43	37,000 *
44	36,600 *
45	36,600
46	36,305
47	36,190 *
48	36,135 *
49	36,040 *
50	35,750
51	35,500 *
52	35,350 *
53	35,200 *
54	35,000 *
55	35,000
56	34,500 *
57	34,500
58	34,199 *
59	34,107 *
60	33,936 *
61	33,936 *
62	33,349 *
63	33,341
64	33,200 *
65	33,169
66	33,100 *
67	32,667 *
68	32,624 *
69	32,400
70	32,280 *
71	31,225 *
72	30,888 *
73	30,722 *
74	30,500
75	30,477 *
76	30,348 *
77	30,299
78	30,288
79	30,000 *
80	29,800 *
81	29,582
82	28,561
83	28,506 *
84	28,276 *
85	28,050
86	28,050
87	27,833
88	27,341 *
89	26,350 *
90	26,300 *
91	26,288 *
92	25,800
93	25,761
94	24,500 *
95	24,120 *
96	23,600
97	23,450 *
98	22,584 *
99	21,450
AVERAGE	36,546

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	58,600 *
2	53,219 *
3	52,770 *
4	52,200 *
5	51,800 *
6	(51,700)*
7	49,950 *
8	49,800 *
9	47,604 *
10	47,500 *
11	47,000 *
12	45,570 *
13	45,100 *
14	44,200 *
15	43,912
16	43,128
17	43,000 *
18	42,900 *
19	41,904
20	41,700 *
21	41,600 *
22	41,554 *
23	41,407
24	41,200 *
25	41,200 *
26	40,900
27	40,788 *
28	40,700
29	40,510 *
30	40,344 *
31	40,200 *
32	40,000
33	39,900 *
34	39,000 *
35	38,990 *
36	38,990 *
37	38,576 *
38	38,500 *
39	38,500 *
40	38,500 *
41	38,333 *
42	38,300 *
43	38,220
44	37,837 *
45	37,580 *
46	37,500
47	37,289 *
48	37,083
49	36,800 *
50	36,796 *
51	36,450 *
52	36,200
53	36,040 *
54	36,000 *
55	35,800 *
56	35,760 *
57	35,649 *
58	35,520
59	35,500 *
60	35,465 *
61	35,275
62	35,000 *
63	(35,000)*
64	35,000 *
65	35,000
66	34,900 *
67	34,798
68	34,792 *
69	34,740
70	34,667 *
71	34,500 *
72	34,450
73	34,400
74	34,207 *
75	34,152 *
76	33,730
77	33,700 *
78	33,656
79	33,600
80	33,460 *
81	33,420 *
82	33,340
83	33,264 *
84	32,952 *
85	32,900
86	(32,700)
87	32,700 *
88	32,400 *
89	32,400 *
90	32,400 *
91	32,000
92	31,830
93	31,750 *
94	31,579
95	31,450 *
96	31,216 *
97	31,207
98	30,299 *
99	30,200
100	(30,138)
101	30,084 *
102	(30,025)*
103	29,848 *
104	29,700 *
105	29,500
106	29,457
107	29,300 *
108	29,100
109	28,430
110	28,407
111	28,400 *
112	28,330 *
113	28,089
114	28,000 *
115	27,320
116	27,207
117	26,016 *
118	25,400 *
119	25,146
120	24,784
121	24,750 *
122	24,500 *
123	(24,000)*
124	23,250
125	23,214
126	22,049
127	21,400 *
AVERAGE	35,779

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	63,000 *
2	62,953
3	62,716 *
4	(61,800) *
5	60,000 *
6	59,298 *
7	59,103 *
8	59,000 *
9	58,139
10	57,600
11	56,500 *
12	56,500 *
13	56,500 *
14	56,400 *
15	56,284 *
16	56,160 *
17	55,500 *
18	(55,000) *
19	54,330 *
20	54,103 *
21	54,000 *
22	54,000 *
23	54,000 *
24	53,700 *
25	53,500 *
26	53,500 *
27	53,500
28	53,500
29	52,800 *
30	52,800
31	52,630 *
32	52,600 *
33	52,500 *
34	52,500 *
35	52,498 *
36	52,464 *
37	52,440 *
38	52,399
39	52,220 *
40	52,200 *
41	52,030
42	52,000
43	51,900 *
44	51,622 *
45	51,500 *
46	51,100
47	51,064
48	51,000 *
49	51,000 *
50	50,500 *
51	50,138
52	50,040 *
53	50,000 *
54	49,900 *
55	49,776 *
56	49,500 *
57	49,400 *
58	49,008 *
59	49,000 *
60	48,961 *
61	48,936
62	48,540
63	48,000 *
64	47,130 *
65	47,100
66	47,000 *
67	47,000

RANK	SALARY
68	46,958
69	46,950
70	46,900
71	46,000
72	45,315 *
73	45,154 *
74	45,000 *
75	45,000 *
76	45,000
77	44,760
78	44,609
79	44,300
80	43,291
81	43,000 *
82	43,000
83	42,771 *
84	42,652 *
85	42,445
86	41,799 *
87	40,000
88	38,924
89	37,800 *
90	36,716
91	31,737 *
AVERAGE	50,478

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	62,275 *
2	(55,000) *
3	54,212 *
4	50,387
5	50,000 *
6	49,430 *
7	49,280 *
8	49,000 *
9	48,600 *
10	46,500
11	46,000 *
12	45,700
13	45,421 *
14	44,200 *
15	44,040 *
16	44,034 *
17	43,953 *
18	43,536 *
19	43,255
20	42,972 *
21	42,465
22	42,100 *
23	41,565
24	41,071
25	40,620 *
26	40,344
27	40,000 *
28	40,000 *
29	40,000 *
30	39,519
31	39,000
32	38,740 *
33	38,500 *
34	38,434
35	38,217 *
36	38,200 *
37	38,181

RANK	SALARY
38	38,100 *
39	38,089 *
40	37,970
41	37,907
42	37,085 *
43	36,796 *
44	36,400 *
45	36,228 *
46	36,000 *
47	35,952
48	35,700 *
49	35,433
50	35,300 *
51	35,100 *
52	35,080 *
53	35,000 *
54	35,000
55	34,752 *
56	34,750 *
57	34,525
58	34,431 *
59	34,409
60	34,100
61	34,000
62	34,000 *
63	33,750 *
64	33,708
65	33,200
66	33,050
67	32,649 *
68	32,130
69	31,668
70	31,570 *
71	31,293
72	30,607 *
73	30,496
74	30,000 *
75	29,844 *
76	29,286 *
77	26,225 *
78	25,988
AVERAGE	38,748

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	61,375 *
2	50,100 *
3	49,024
4	42,000 *
5	40,660
6	39,800 *
7	38,270
8	36,119 *
9	35,217 *
10	32,500 *
11	32,200 *
12	31,710 *
13	31,400 *
14	31,217
15	31,110 *
16	30,574 *
17	29,050 *
18	28,914 *
19	28,800 *
20	28,130 *
21	27,694 *
22	26,800 *
23	25,788 *
24	24,640
25	24,556 *
26	24,500
27	24,113 *
28	23,679 *
29	23,486 *
30	23,420 *
31	23,073 *
32	22,769
33	22,586
34	22,200 *
35	21,879
36	21,300
37	19,800 *
38	19,745 *
39	18,000
40	17,215 *
AVERAGE	29,610

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	53,920 *
2	53,293 *
3	52,800 *
4	(48,183)*
5	46,385 *
6	45,336
7	45,000 *
8	44,114
9	44,000 *
10	43,800 *
11	43,742 *
12	43,500 *
13	43,337
14	42,240 *
15	42,000 *
16	(41,940)*
17	(41,781)*
18	41,640
19	41,579 *
20	41,388 *
21	(40,500)*
22	40,037 *
23	40,000 *
24	39,600 *
25	39,100 *
26	39,050 *
27	38,800 *
28	(38,688)*
29	38,434
30	38,370 *
31	38,364 *
32	38,280
33	37,907
34	37,736
35	37,500 *
36	37,409 *
37	36,880
38	36,837 *
39	36,495 *
40	36,374 *
41	36,224 *
42	36,157 *
43	36,000 *
44	36,000 *
45	35,934
46	35,719
47	35,579
48	35,500 *
49	35,300 *
50	35,280
51	35,263 *
52	34,600 *
53	34,440 *
54	34,344 *
55	34,340 *
56	34,250 *
57	34,200 *
58	34,021 *
59	34,000 *
60	33,900 *
61	33,696 *
62	33,660 *
63	33,523 *
64	33,486 *
65	33,390
66	33,335 *
67	33,230
68	33,048
69	33,000
70	32,910 *
71	32,675 *
72	32,644 *
73	32,500 *
74	32,469
75	32,458 *
76	32,000
77	31,967
78	31,842 *
79	31,700 *
80	31,696
81	31,636
82	(31,453)*
83	31,400
84	31,400
85	31,077
86	31,020 *
87	31,000
88	31,000 *
89	30,495
90	30,123 *
91	30,000 *
92	30,000 *
93	29,800 *
94	29,700 *
95	29,468 *
96	29,369 *
97	29,300 *
98	28,250
99	28,200 *
100	28,084
101	27,911
102	27,500 *
103	(27,239)
104	26,312 *
105	26,280
106	26,000 *
107	25,959 *
108	25,680 *
109	25,500 *
110	25,058 *
111	25,000 *
112	[illegible],906
113	23,650 *
114	23,190 *
115	21,509
116	21,300
117	20,143
118	19,380
AVERAGE	34,466

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	55,924 *
2	51,175 *
3	49,229 *
4	49,200 *
5	(48,193)*
6	46,420 *
7	45,335
8	44,636 *
9	42,600 *
10	42,288 *
11	42,034 *
12	42,018
13	42,000
14	(41,940)*
15	(41,781)*
16	41,100 *
17	40,965 *
18	40,392 *
19	39,600 *
20	39,558
21	39,340 *
22	39,294
23	39,250 *
24	39,000 *
25	39,000 *
26	38,950 *
27	38,891 *
28	38,834 *
29	(38,688)*
30	38,133
31	37,900 *
32	37,890 *
33	37,800 *
34	37,789
35	37,000 *
36	36,450 *
37	36,374 *
38	36,144
39	35,940
40	35,700 *
41	35,624 *
42	35,444
43	35,428
44	35,300
45	35,200 *
46	35,000 *
47	34,866
48	34,644 *
49	34,634 *
50	34,600 *
51	34,551 *
52	34,200 *
53	34,000 *
54	34,000 *
55	33,875 *
56	33,660 *
57	33,530 *
58	33,327 *
59	33,000 *
60	33,000
61	32,652
62	32,406
63	32,000 *
64	31,890 *
65	31,832
66	31,700 *
67	31,610 *
68	31,572 *
69	31,539
70	(31,453)*
71	31,400
72	31,321 *
73	31,300 *
74	31,020 *
75	30,700
76	30,661
77	30,600
78	30,500
79	30,341 *
80	30,200 *
81	30,045
82	30,000 *
83	30,000 *
84	29,970
85	29,953 *
86	29,750 *
87	29,406 *
88	29,300
89	29,222
90	29,083
91	29,042
92	28,964 *
93	28,830 *
94	28,708
95	28,528 *
96	28,394
97	28,050
98	27,800 *
99	27,715 *
100	(27,238)
101	27,225 *
102	27,144
103	27,000 *
104	26,970 *
105	26,520 *
106	26,304 *
107	26,000 *
108	24,690 *
109	23,875
110	23,350
111	22,543
112	20,484
113	18,200
AVERAGE	34,156

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	44,429	*
2	40,500	*
3	(40,500)	*
4	39,240	*
5	38,840	*
6	38,500	*
7	38,280	*
8	37,791	
9	37,569	*
10	37,371	*
11	37,000	
12	36,700	*
13	36,490	*
14	36,000	*
15	35,800	*
16	35,400	*
17	35,300	*
18	35,220	*
19	35,177	*
20	35,158	*
21	35,004	*
22	34,896	*
23	34,814	
24	34,677	
25	34,560	*
26	34,500	*
27	34,453	*
28	34,431	*
29	34,000	*
30	33,971	
31	33,758	*
32	33,635	*
33	33,600	
34	33,597	*
35	33,500	*
36	33,245	
37	33,112	
38	32,850	*
39	32,732	*
40	32,648	
41	32,640	*
42	32,352	*
43	32,203	
44	32,200	*
45	31,966	*
46	31,644	*
47	31,625	*
48	31,500	*
49	31,363	*
50	31,240	*
51	31,090	*
52	31,000	*
53	31,000	*
54	30,871	*
55	30,756	
56	30,700	*
57	30,700	
58	30,627	
59	30,563	
60	30,556	
61	30,500	
62	30,180	*
63	30,165	*
64	30,088	*
65	30,017	*
66	30,000	*
67	30,000	*
68	30,000	
69	30,000	*
70	30,000	*
71	30,000	*
72	29,998	*
73	29,966	
74	29,700	
75	29,600	*
76	29,600	*
77	29,500	*
78	29,500	*
79	29,400	*
80	29,400	*
81	29,307	*
82	29,014	
83	28,553	*
84	28,550	*
85	28,413	*
86	28,289	*
87	28,200	*
88	28,100	*
89	28,100	*
90	28,000	*
91	27,743	
92	27,650	
93	27,623	
94	27,430	
95	27,264	*
96	27,100	*
97	26,900	*
98	26,763	
99	26,650	
100	26,610	*
101	26,400	*
102	26,200	
103	26,177	
104	26,064	*
105	26,037	
106	26,001	
107	25,911	
108	25,737	*
109	25,500	*
110	25,429	
111	25,296	
112	25,222	*
113	25,166	
114	25,150	
115	25,038	*
116	25,000	
117	24,406	
118	24,263	*
119	23,464	
120	23,320	
121	23,200	
122	22,680	*
123	22,089	*
124	21,895	
125	21,739	*
126	20,446	
127	20,072	
128	18,695	
129	15,375	*
AVERAGE	30,245	

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	56,000 *
2	47,850 *
3	47,000 *
4	46,467 *
5	46,272 *
6	44,350 *
7	43,612 *
8	43,500 *
9	43,000
10	42,406
11	42,120 *
12	41,764 *
13	40,858 *
14	40,000 *
15	(39,992)*
16	39,699 *
17	39,660
18	39,320 *
19	38,710 *
20	38,213 *
21	38,109 *
22	37,900 *
23	37,500 *
24	37,380 *
25	37,353 *
26	37,300
27	37,000 *
28	36,929 *
29	36,844 *
30	36,228 *
31	35,436
32	35,426
33	35,300 *
34	35,165 *
35	35,100
36	35,000 *
37	35,000 *
38	35,000
39	34,814
40	34,800 *
41	34,700 *
42	34,653
43	34,000
44	33,780 *
45	33,750 *
46	33,651
47	33,500 *
48	32,802 *
49	32,600 *
50	32,340 *
51	32,223 *
52	32,100 *
53	32,067
54	32,046 *
55	32,000 *
56	32,000 *
57	31,954 *
58	31,644 *
59	31,644 *
60	31,622 *
61	31,575 *
62	31,560 *
63	31,350 *
64	31,335
65	30,701 *
66	30,620 *
67	30,290 *
68	30,120 *
69	30,072 *
70	29,848 *
71	29,700
72	29,468 *
73	29,303 *
74	29,256 *
75	29,100 *
76	29,062
77	28,571 *
78	28,388 *
79	28,155 *
80	28,000
81	28,000 *
82	27,758
83	27,705
84	27,531
85	27,500
86	27,071
87	26,733 *
88	25,881
89	25,850 *
90	25,772 *
91	25,459
92	25,440 *
93	25,400
94	25,206 *
95	25,000 *
96	24,976 *
97	24,972 *
98	24,766
99	24,651 *
100	24,500
101	24,480
102	24,159
103	24,026
104	24,000 *
105	23,678
106	22,847 *
107	22,630
108	21,024
109	21,000 *
110	20,946
111	20,694
112	20,500 *
113	19,921
114	19,816 *
115	18,760
116	15,981
117	15,355
AVERAGE	31,760

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	82,497	*
2	74,100	*
3	72,271	*
4	72,247	*
5	71,500	*
6	69,100	*
7	68,262	*
8	64,241	*
9	63,200	*
10	62,460	*
11	62,000	*
12	61,422	*
13	61,357	*
14	60,800	*
15	60,000	*
16	59,596	*
17	59,150	*
18	58,200	*
19	58,000	*
20	57,813	*
21	57,650	*
22	57,483	*
23	57,180	*
24	57,000	*
25	56,160	
26	56,035	*
27	55,300	*
28	55,210	*
29	55,100	*
30	55,036	*
31	55,000	*
32	54,784	*
33	53,800	*
34	53,578	
35	53,256	*
36	53,000	*
37	53,000	*
38	52,228	*
39	52,212	*
40	52,184	*
41	52,000	
42	51,392	*
43	51,315	*
44	51,000	
45	50,936	*
46	50,936	*
47	50,512	*
48	50,061	*
49	50,045	*
50	50,038	*
51	50,004	*
52	50,003	*
53	49,987	*
54	49,800	*
55	49,198	
56	48,867	
57	48,792	
58	48,530	*
59	48,501	
60	47,680	*
61	47,500	*
62	47,465	*
63	47,171	*
64	47,000	*
65	46,700	*
66	46,450	
67	45,798	*
68	45,746	*
69	45,663	*
70	45,215	*
71	45,000	*
72	44,000	*
73	42,895	
74	42,747	
75	42,692	*
76	42,531	*
77	42,240	*
78	42,211	*
79	38,434	*
80	37,174	
81	36,640	
82	36,557	
83	36,000	
84	35,230	*
85	34,128	
86	33,000	*
87	32,196	
88	30,576	
89	30,157	
90	30,000	
91	29,011	*
92	25,440	*
93	22,349	
94	22,320	
95	21,961	
96	21,540	
97	20,484	
98	16,955	*
99	15,274	
AVERAGE	48,550	

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	74,000 *
2	(72,500)*
3	(71,000)*
4	70,296 *
5	70,256 *
6	67,500 *
7	67,000 *
8	67,000 *
9	66,179 *
10	65,000 *
11	65,000 *
12	63,939 *
13	63,855
14	(62,640)*
15	62,400 *
16	59,935 *
17	56,000 *
18	55,000
19	54,691
20	54,621 *
21	52,380 *
22	49,100
23	48,300
24	48,084 *
25	46,867
AVERAGE	61,342

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(72,500)*
2	67,000 *
3	64,100
4	62,500 *
5	62,348 *
6	(61,800)*
7	60,000 *
8	59,520 *
9	59,298 *
10	57,986
11	57,700 *
12	57,500 *
13	57,456 *
14	57,000 *
15	56,500 *
16	55,332 *
17	55,043
18	55,000
19	55,000 *
20	(54,500)*
21	54,500
22	(54,203)*
23	(54,000)*
24	(53,240)*
25	52,596
26	52,478 *
27	52,044
28	52,000
29	51,500 *
30	51,475 *
31	50,000 *
32	49,668
33	49,300 *
34	49,203
35	49,000 *
36	48,936
37	48,000 *
38	47,000 *
39	47,000 *
40	44,305 *
41	42,500 *
42	42,011
43	41,500
44	41,320
45	39,003
AVERAGE	53,441

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	72,000 *
2	64,000 *
3	60,100 *
4	53,000
5	51,500 *
6	50,600 *
7	50,400 *
8	49,155
9	49,000 *
10	46,000 *
11	44,136 *
12	44,000 *
13	43,020
14	41,250 *
15	40,000
16	39,500 *
17	38,850 *
18	36,624 *
19	33,500 *
AVERAGE	47,718

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	71,000 *
2	62,000 *
3	61,000 *
4	60,000 *
5	59,000 *
6	58,383
7	57,700 *
8	56,000
9	55,800 *
10	50,846 *
11	50,000 *
12	49,750
13	49,000
14	47,700 *
15	46,680
16	46,200
17	46,000 *
18	45,926 *
19	45,108 *
20	45,065 *
21	45,000 *
22	44,004 *
23	43,573
24	42,706 *
25	42,600
26	42,500 *
27	42,350 *
28	42,100 *
29	41,500 *
30	41,000 *
31	40,875 *
32	40,660 *
33	40,000
34	39,000 *
35	38,920 *
36	38,500 *
37	37,980
38	37,500 *
39	36,796 *
40	36,380 *
41	36,148
42	35,000 *
43	34,400 *
44	32,725 *
45	32,420 *
46	32,400 *
47	32,000 *
48	32,000 *
49	31,800 *
50	31,478
51	30,482
52	30,000
53	28,800 *
54	28,168 *
55	27,825
56	26,600
57	25,575 *
58	22,110 *
59	21,800 *
AVERAGE	41,506

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	59,443
2	57,650 *
3	52,500 *
4	52,000 *
5	50,000 *
6	48,823
7	48,000 *
8	47,700 *
9	47,500 *
10	47,400 *
11	47,250 *
12	45,900 *
13	45,736
14	45,500 *
15	43,850 *
16	43,450
17	43,300 *
18	43,235 *
19	42,000
20	42,000 *
21	42,000
22	41,500 *
23	41,165 *
24	41,000 *
25	41,000 *
26	41,000 *
27	40,150 *
28	40,000 *
29	40,000
30	39,998 *
31	39,800 *
32	39,700
33	38,600 *
34	38,500 *
35	38,148
36	38,000 *
37	38,000 *
38	37,975 *
39	37,869 *
40	37,800 *
41	37,500
42	37,400 *
43	37,000
44	36,393
45	36,153 *
46	36,012 *
47	36,000
48	35,910 *
49	35,640
50	35,464 *
51	35,244 *
52	35,127 *
53	35,050
54	35,000 *
55	34,676
56	34,440 *
57	34,300 *
58	34,300 *
59	34,100
60	34,000 *
61	33,683 *
62	33,324 *
63	33,048
64	33,000 *
65	32,950 *
66	32,500 *
67	32,259 *
68	30,729
69	30,000 *
70	29,200
71	28,700 *
72	28,388 *
73	28,350 *
74	28,332
75	28,000 *
76	27,250 *
77	27,000 *
78	26,000
79	25,662 *
80	23,055
81	19,857
82	19,043
83	18,100
84	17,822
85	17,000 *
AVERAGE	36,922

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	60,000 *
2	54,000 *
3	52,600 *
4	51,863 *
5	50,500 *
6	49,225 *
7	48,120 *
8	47,170
9	46,175 *
10	46,059 *
11	45,914
12	45,570 *
13	45,000 *
14	44,600 *
15	44,484 *
16	44,292 *
17	44,100 *
18	44,000 *
19	(44,000) *
20	43,550. *
21	43,300 *
22	42,650 *
23	42,423
24	41,400
25	39,958 *
26	39,500 *
27	39,252 *
28	39,074 *
29	39,000
30	38,679
31	38,400 *
32	38,300 *
33	38,085
34	38,000
35	37,380 *
36	37,131
37	37,100 *
38	36,795 *
39	36,433 *
40	36,200 *
41	(36,060) *
42	36,000 *
43	36,000 *
44	35,600 *
45	34,428 *
46	34,356 *
47	34,300 *
48	34,000
49	(33,063) *
50	33,007 *
51	33,000 *
52	31,512 *
53	30,826 *
54	(30,723)
55	30,120
56	29,963
57	29,305
58	29,100
59	28,672
60	27,780
61	27,574
62	27,305
63	23,649 *
64	22,582
AVERAGE	38,738

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	60,923 *
2	60,000 *
3	55,304 *
4	53,600 *
5	53,500 *
6	52,400 *
7	52,002
8	51,800 *
9	50,000
10	49,580 *
11	49,300 *
12	49,225 *
13	49,181 *
14	48,950 *
15	48,000 *
16	47,500 *
17	47,130 *
18	47,050 *
19	46,300 *
20	46,175 *
21	45,840 *
22	45,600
23	45,570 *
24	45,500 *
25	45,300 *
26	44,920 *
27	44,400 *
28	44,000
29	43,600 *
30	43,383
31	43,344 *
32	43,253 *
33	43,200 *
34	43,000
35	42,600 *
36	42,408 *
37	42,040 *
38	41,760 *
39	41,520
40	41,500 *
41	41,448 *
42	41,364 *
43	41,200 *
44	41,030
45	41,024
46	41,000 *
47	40,750 *
48	40,660
49	40,500 *
50	40,446
51	40,346 *
52	40,174
53	40,000 *
54	40,000 *
55	39,976
56	39,800
57	39,720 *
58	39,500
59	39,432
60	39,352
61	39,200
62	39,200
63	39,000 *
64	39,000 *
65	38,934 *
66	38,870 *
67	38,808 *
68	38,772 *
69	38,600 *
70	38,502
71	38,460 *
72	38,147 *
73	38,137
74	38,000 *
75	37,820 *
76	37,384 *
77	37,300 *
78	37,283
79	37,125 *
80	37,100 *
81	37,063 *
82	37,000 *
83	37,000
84	36,796 *
85	36,648 *
86	36,500
87	36,480
88	36,410 *
89	36,200 *
90	36,155 *
91	35,750 *
92	35,448 *
93	35,319
94	35,172 *
95	35,097
96	35,000
97	34,850
98	34,787 *
99	34,500 *
100	34,168 *
101	34,008 *
102	33,500 *
103	33,500
104	33,264 *
105	32,600
106	32,301
107	32,295
108	32,156
109	32,130
110	32,000 *
111	32,000 *
112	31,207 *
113	31,207
114	31,200 *
115	(30,729)
116	30,352
117	30,166 *
118	29,811 *
119	29,500 *
120	29,500
121	29,147
122	29,138 *
123	28,140
124	25,710
125	25,320
AVERAGE	39,610

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	48,000 *
2	46,000 *
3	44,429 *
4	42,858 *
5	42,500 *
6	40,500 *
7	40,500 *
8	39,120 *
9	38,700
10	38,550 *
11	38,300 *
12	38,175 *
13	37,900 *
14	37,874 *
15	37,800 *
16	37,100 *
17	36,547 *
18	36,400
19	35,500
20	35,400 *
21	35,365 *
22	35,000
23	35,000 *
24	34,930 *
25	34,306 *
26	34,000 *
27	33,601 *
28	33,515
29	33,466
30	33,400
31	33,348 *
32	33,326 *
33	33,300 *
34	33,276
35	33,010 *
36	32,106
37	31,932
38	31,850 *
39	31,694
40	31,690 *
41	31,392
42	31,344
43	31,262
44	31,201
45	30,800
46	(30,729)
47	30,500
48	30,500 *
49	30,094
50	30,000 *
51	30,000 *
52	29,943 *
53	29,916 *
54	29,675 *
55	29,614 *
56	28,566
57	28,500 *
58	28,165
59	28,004
60	28,000 *
61	27,840 *
62	27,497 *
63	27,385 *
64	27,132 *
65	27,114 *
66	27,106
67	27,000
68	26,750 *
69	26,652 *
70	26,628 *
71	26,510 *
72	26,504 *
73	26,106 *
74	25,824 *
75	25,489 *
76	25,461 *
77	25,440 *
78	25,392
79	25,094
80	25,000 *
81	24,600
82	24,500 *
83	24,120 *
84	24,000
85	23,500
86	23,500 *
87	23,345 *
88	23,000
89	21,900 *
90	21,844
91	21,750 *
92	21,368
93	21,200
94	21,092
95	19,614 *
96	18,100 *
97	17,577 *
98	16,860
AVERAGE	30,390

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(71,000)*
2	64,500 *
3	(56,100)*
4	55,000 *
5	54,442
6	50,500
7	49,080
8	48,684 *
9	48,200 *
10	(45,000)
11	44,604 *
12	44,720 *
13	43,000 *
14	(41,500)
15	29,966
AVERAGE	49,726

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	56,000 *
2	49,000 *
3	48,000 *
4	46,000 *
5	45,480 *
6	45,000 *
7	44,100 *
8	44,000 *
9	43,118 *
10	42,000 *
11	40,500 *
12	40,500 *
13	40,316 *
14	39,733 *
15	39,238 *
16	38,850 *
17	38,832
18	38,500 *
19	38,323 *
20	36,500 *
21	36,108 *
22	36,100 *
23	36,059 *
24	36,046
25	35,510
26	35,489 *
27	34,600 *
28	34,565 *
29	34,500 *
30	34,356 *
31	34,272 *
32	34,267 *
33	34,175 *
34	33,854 *
35	33,600
36	33,600 *
37	33,600 *
38	33,583 *
39	33,563
40	33,350
41	33,230 *
42	33,174
43	33,000
44	32,900
45	32,860
46	32,135 *
47	32,130 *
48	31,942 *
49	31,500 *
50	31,500 *
51	31,324
52	31,253
53	31,153
54	30,982
55	30,750
56	30,750 *
57	30,720 *
58	30,680 *
59	30,014 *
60	30,000
61	29,366 *
62	28,800 *
63	28,548
64	28,500 *
65	28,500
66	28,500
67	26,000
68	26,000 *
69	25,932
70	25,741
71	25,657 *
72	25,066
73	25,000 *
74	25,000 *
75	24,061 *
76	24,000
77	23,320
78	22,870
79	22,489
80	22,257
81	21,300
82	21,093 *
83	19,709
84	19,052
AVERAGE	33,026

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	62,720
2	62,400 *
3	60,000 *
4	59,400
5	58,600 *
6	56,500 *
7	54,700 *
8	53,356 *
9	52,992
10	52,711
11	52,700 *
12	52,500 *
13	51,388 *
14	50,901 *
15	50,200 *
16	50,138
17	49,000 *
18	48,750
19	48,345 *
20	48,000
21	47,000 *
22	46,300
23	43,308
24	42,386 *
25	38,500
26	32,500
AVERAGE	50,973

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	59,100 *
2	48,436 *
3	48,000 *
4	46,732 *
5	46,140 *
6	46,000
7	43,824 *
8	41,800 *
9	41,606 *
10	41,148
11	40,000 *
12	39,813 *
13	39,500 *
14	39,435 *
15	38,600 *
16	38,442
17	37,100
18	37,000 *
19	36,960 *
20	36,650 *
21	35,709 *
22	35,700 *
23	34,617 *
24	34,000 *
25	(33,659)*
26	33,600 *
27	32,750
28	32,500 *
29	32,340
30	32,141 *
31	31,546 *
32	31,207 *
33	31,000 *
34	29,600 *
35	28,400
36	28,100 *
37	27,924
38	21,136 *
AVERAGE	37,164

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	65,000 *
2	65,000 *
3	(64,800) *
4	62,300 *
5	60,000 *
6	59,000 *
7	58,290
8	58,000 *
9	(56,100) *
10	56,100 *
11	54,000
12	50,800 *
13	50,000 *
14	49,668
15	49,400
16	48,200
17	47,916 *
18	(45,024) *
19	(45,000)
20	44,600
21	44,000 *
22	43,900 *
23	43,325
24	42,000 *
25	(41,500)
26	41,000 *
27	39,960
AVERAGE	51,281

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,000 *
2	52,980 *
3	52,000 *
4	50,500 *
5	50,000 *
6	49,780
7	49,050 *
8	48,400 *
9	46,800 *
10	46,200 *
11	46,000 *
12	45,908
13	45,072 *
14	44,926 *
15	44,820 *
16	44,000 *
17	43,560 *
18	43,426 *
19	43,367 *
20	42,500 *
21	42,400 *
22	42,372 *
23	42,039
24	42,000 *
25	41,800 *
26	(41,760)
27	41,450 *
28	41,179 *
29	41,125 *
30	41,000 *
31	40,000 *
32	40,000
33	39,531
34	38,845 *
35	38,500 *
36	38,157 *
37	38,153 *
38	38,000 *
39	37,990 *
40	(37,750)
41	37,700 *
42	37,700 *
43	37,476 *
44	(37,440)
45	37,148
46	37,000 *
47	36,550
48	36,500
49	36,406
50	36,150 *
51	36,130 *
52	36,000 *
53	(35,750)
54	35,748 *
55	35,628 *
56	35,184
57	35,016
58	35,000 *
59	35,000
60	34,355
61	33,664
62	(33,659) *
63	32,900
64	32,891 *
65	32,500 *
66	32,145 *
67	31,811 *
68	31,800
69	31,735
70	31,049
71	30,000 *
72	30,000 *
73	30,000 *
74	29,652 *
75	28,275 *
76	28,262 *
77	28,050 *
78	24,990
79	23,119
80	22,300
81	22,000 *
AVERAGE	38,173

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,000 *
2	50,000 *
3	45,413 *
4	44,402 *
5	43,500 *
6	42,540 *
7	(41,760)
8	41,600 *
9	40,167 *
10	40,000 *
11	40,000 *
12	40,000 *
13	39,500 *
14	39,049 *
15	39,000
16	38,856 *
17	38,600
18	38,016 *
19	38,000 *
20	37,602 *
21	(37,440)
22	36,300 *
23	(35,750)
24	35,680 *
25	35,640 *
26	35,500 *
27	35,443 *
28	35,300
29	35,076 *
30	34,622 *
31	34,610 *
32	34,400
33	33,800 *
34	33,800 *
35	33,400 *
36	33,390
37	33,000 *
38	32,896 *
39	32,750
40	32,633
41	32,500 *
42	32,330
43	32,270 *
44	32,104 *
45	32,080 *
46	31,662 *
47	31,562
48	31,207 *
49	30,750 *
50	30,302
51	29,500 *
52	29,339 *
53	29,316 *
54	29,019
55	29,000
56	28,680
57	28,652 *
58	28,560
59	28,340 *
60	27,900 *
61	27,900
62	27,850 *
63	27,723
64	27,285
65	26,911
66	26,857 *
67	26,600
68	26,441
69	25,848
70	25,662
71	25,628 *
72	25,530
73	25,296 *
74	25,274 *
75	25,000
76	24,990
77	24,900
78	24,432
79	24,216
80	24,198 *
81	23,100 *
82	22,470 *
83	22,259 *
84	22,000 *
85	22,000
86	21,500 *
87	20,636
88	19,386 *
89	18,500 *
90	18,020
91	16,000 *
92	15,780
93	11,351
AVERAGE	31,205

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	65,000 *
2	63,880 *
3	62,544 *
4	62,500 *
5	60,350 *
6	60,000 *
7	59,700 *
8	58,400 *
9	56,640 *
10	56,149 *
11	55,500 *
12	55,100 *
13	(54,000) *
14	53,502 *
15	53,489 *
16	53,016 *
17	51,700 *
18	51,634 *
19	51,540 *
20	51,000 *
21	50,398 *
22	50,016 *
23	49,696 *
24	48,000 *
25	47,700 *
26	47,000 *
27	46,110 *
28	46,000 *
29	45,498 *
30	39,300 *
AVERAGE	53,512

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	80,037 *
2	72,000 *
3	71,500 *
4	68,500 *
5	67,670 *
6	67,500 *
7	(66,000)*
8	65,500 *
9	60,000 *
10	58,000 *
11	57,240 *
12	56,040 *
13	55,500 *
14	53,532 *
15	52,836 *
16	51,900 *
17	51,120 *
18	49,500 *
19	49,060 *
20	49,000 *
21	48,708 *
22	48,350
23	44,800 *
24	44,651
25	44,640 *
AVERAGE	57,343

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	66,300 *
2	64,265 *
3	63,800 *
4	63,370 *
5	61,800 *
6	60,000 *
7	53,500 *
8	53,500 *
9	52,876
10	52,300 *
11	50,657 *
12	47,084 *
13	41,957 *
14	41,267
AVERAGE	55,191

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	65,000 *
2	57,624 *
3	55,000 *
4	53,706 *
5	52,605 *
6	49,760 *
7	49,519 *
8	48,500 *
9	48,200 *
10	48,007 *
11	47,300
12	47,010 *
13	46,459
14	46,344
15	46,020
16	46,000 *
17	45,101
18	45,100 *
19	45,000 *
20	45,000 *
21	44,510 *
22	44,000
23	44,000 *
24	43,778 *
25	43,430 *
26	43,060 *
27	43,000 *
28	43,000
29	42,369
30	42,000
31	41,676 *
32	41,600 *
33	41,049 *
34	40,700 *
35	40,446
36	40,190
37	40,000 *
38	39,830 *
39	39,460
40	39,000
41	38,600
42	38,568 *
43	37,630
44	36,796 *
45	35,902 *
46	35,616 *
47	35,600 *
48	35,510
49	35,500 *
50	35,100 *
51	34,619 *
52	34,500 *
53	34,406 *
54	34,360 *
55	34,262 *
56	34,181 *
57	34,000
58	34,000 *
59	33,880 *
60	33,636 *
61	33,200 *
62	33,000
63	32,870
64	32,750 *
65	32,648
66	32,002 *
67	32,000
68	31,600
69	31,207 *
70	30,372 *
71	30,120 *
72	30,000
73	30,000 *
74	29,800
75	29,424
76	28,704 *
77	28,683
78	28,452
79	27,747
80	26,950 *
81	26,250 *
82	26,018 *
83	25,585 *
84	25,000 *
85	23,065
86	22,989 *
87	22,890 *
AVERAGE	38,096

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	58,427 *
2	52,000 *
3	51,600 *
4	51,500 *
5	50,509
6	48,700
7	47,700 *
8	47,294 *
9	46,040 *
10	45,000 *
11	44,566
12	44,000 *
13	(44,000)*
14	43,000 *
15	42,190 *
16	40,702 *
17	40,700
18	40,600 *
19	40,536
20	39,650 *
21	39,532
22	39,500 *
23	39,500
24	39,500
25	39,250 *
26	39,210
27	39,000 *
28	(38,500)
29	38,400 *
30	38,400 *
31	37,730 *
32	37,600 *
33	37,509
34	37,500 *
35	(37,342)
36	37,342 *
37	37,068
38	37,000
39	36,600
40	36,491 *
41	36,156 *
42	36,000 *
43	35,385 *
44	35,295 *
45	34,654 *
46	34,507 *
47	34,200 *
48	34,186 *
49	33,733 *
50	33,700 *
51	33,690
52	33,664
53	(33,063)*
54	32,833
55	(32,634)
56	32,500
57	32,500 *
58	31,700 *
59	31,500 *
60	31,092 *
61	31,005 *
62	31,000 *
63	31,000 *
64	30,896 *
65	30,424 *
66	30,320
67	30,000 *
68	30,000
69	29,998
70	29,751
71	29,480
72	29,033
73	29,000 *
74	29,000 *
75	28,900
76	28,785 *
77	28,471 *
78	28,000 *
79	27,774
80	27,710 *
81	27,545 *
82	26,994 *
83	26,795 *
84	26,000 *
85	25,468 *
86	25,250 *
87	24,626
88	22,848
89	20,940 *
AVERAGE	35,637

TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	75,421 *
2	71,600 *
3	68,500 *
4	68,000 *
5	67,950 *
6	66,900 *
7	64,000 *
8	63,100 *
9	63,000 *
10	62,500 *
11	62,400 *
12	61,500 *
13	61,000 *
14	60,202 *
15	60,000 *
16	59,881 *
17	59,100 *
18	59,040 *
19	58,400 *
20	56,660 *
21	56,600 *
22	56,500 *
23	56,500 *
24	56,000 *
25	(54,000)*
26	53,000 *
27	53,000 *
28	51,828 *
29	51,634 *
30	51,540 *
31	50,045 *
32	50,000 *
33	49,700 *
34	49,580 *
35	49,300 *
36	49,000 *
37	48,600 *
38	48,158 *
39	46,288
40	45,630 *
41	45,564 *
42	44,991
43	40,950 *
44	38,998 *
45	36,820
AVERAGE	55,631

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	60,200 *
2	60,000 *
3	59,000 *
4	55,700 *
5	55,000 *
6	54,107 *
7	54,032 *
8	52,972 *
9	52,800
10	52,330 *
11	52,154 *
12	52,100 *
13	52,020 *
14	52,020 *
15	52,000 *
16	49,600 *
17	49,500 *
18	49,500 *
19	49,400 *
20	48,150 *
21	47,428
22	47,300 *
23	47,000 *
24	46,000 *
25	45,700 *
26	45,500 *
27	45,035 *
28	44,842 *
29	42,370 *
30	42,297 *
31	41,870 *
32	40,000 *
33	38,700 *
34	36,796 *
AVERAGE	49,218

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	71,000 *
2	70,700 *
3	70,000 *
4	69,500 *
5	68,994 *
6	66,600 *
7	(66,100)*
8	66,000
9	63,100 *
10	62,000 *
11	61,300 *
12	61,000 *
13	61,000 *
14	60,949 *
15	60,144 *
16	59,940
17	59,808 *
18	59,500 *
19	59,400 *
20	58,500 *
21	(57,900)*
22	56,759 *
23	56,700 *
24	56,337
25	56,004 *
26	56,000 *
27	56,000
28	55,600 *
29	55,226
30	55,000 *
31	54,780 *
32	54,500 *
33	54,500
34	54,300 *
35	54,120 *
36	52,990
37	52,625 *
38	52,600 *
39	52,600 *
40	52,500
41	52,200
42	51,000 *
43	50,817 *
44	(50,800)*
45	50,750 *
46	50,712
47	50,640
48	50,205 *
49	50,150
50	50,000
51	49,800 *
52	49,600 *
53	49,500 *
54	49,211 *
55	49,184 *
56	49,163
57	(49,000)*
58	48,902
59	48,900
60	48,600
61	48,036
62	48,000
63	48,000 *
64	48,000 *
65	47,700
66	47,648 *
67	47,400 *
68	47,000 *
69	47,000 *
70	46,776 *
71	46,500
72	46,406
73	46,200 *
74	45,470
75	45,000
76	45,000
77	45,000 *
78	43,209 *
79	42,519 *
80	42,510 *
81	42,152
82	40,350 *
83	39,188
84	39,000
85	(36,000)*
AVERAGE	52,844

TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	76,544 *
2	74,550 *
3	70,050 *
4	68,500 *
5	68,352 *
6	68,100
7	66,550 *
8	66,000 *
9	65,000 *
10	64,000 *
11	62,916 *
12	62,000 *
13	61,500 *
14	61,000 *
15	60,750 *
16	60,509 *
17	60,500 *
18	60,065 *
19	60,000 *
20	60,000 *
21	60,000
22	59,600 *
23	59,500 *
24	59,500 *
25	59,500
26	59,300 *
27	59,080 *
28	59,000 *
29	58,930
30	58,100 *
31	58,000 *
32	57,324 *
33	56,988 *
34	56,800
35	56,500 *
36	56,337
37	55,740
38	55,700
39	55,100 *
40	55,000 *
41	55,000 *
42	55,000 *
43	54,936 *
44	54,400 *
45	54,378
46	54,060 *
47	53,995
48	53,920 *
49	53,729 *
50	53,472 *
51	53,174 *
52	53,000 *
53	52,920
54	52,903
55	52,677
56	52,630 *
57	52,200
58	52,125
59	52,000 *
60	52,000 *
61	52,000 *
62	51,700 *
63	51,681
64	51,260 *
65	51,228 *
66	51,180 *
67	51,000 *
68	51,000 *
69	50,892 *
70	50,700 *
71	50,572
72	50,200
73	50,000 *
74	50,000 *
75	50,000 *
76	50,000
77	50,000 *
78	49,878
79	49,863
80	49,750 *
81	49,350 *
82	48,500
83	48,335 *
84	48,150 *
85	48,048 *
86	47,686
87	47,500
88	47,500
89	47,418
90	47,400
91	47,000
92	46,932
93	46,800 *
94	46,749
95	46,632
96	46,500
97	46,480
98	45,500 *
99	45,150
100	45,100 *
101	45,026
102	45,000 *
103	44,940 *
104	44,172 *
105	44,000 *
106	44,000
107	43,576 *
108	43,013
109	43,000 *
110	42,591 *
111	42,152
112	41,820
113	41,800 *
114	39,238 *
115	39,000
116	33,432
AVERAGE	53,046

TABLE I (Continued)

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(59,443)
2	58,500 *
3	58,491 *
4	58,475 *
5	(58,400) *
6	57,200 *
7	56,800 *
8	55,500 *
9	53,533 *
10	52,100 *
11	52,000 *
12	52,000 *
13	51,844
14	51,840
15	51,216 *
16	51,073 *
17	51,000 *
18	51,000 *
19	50,748 *
20	50,090
21	49,750 *
22	49,415
23	49,392 *
24	49,032
25	48,500 *
26	48,456
27	48,400 *
28	48,000 *
29	47,600 *
30	47,038
31	46,840 *
32	46,500 *
33	46,400 *
34	46,400 *
35	46,010 *
36	45,900 *
37	45,508 *
38	45,350 *
39	45,096 *
40	44,646 *
41	44,310
42	44,136
43	44,000 *
44	44,000 *
45	43,560 *
46	43,500
47	42,930
48	42,914
49	42,800
50	42,650 *
51	42,600 *
52	42,500 *
53	42,152
54	42,065
55	42,000 *
56	41,490 *
57	41,150
58	40,700 *
59	40,660 *
60	40,300 *
61	40,213
62	40,100
63	40,000 *
64	39,802 *
65	39,724
66	39,000
67	38,920 *
68	38,120
69	37,800 *
70	37,500 *
71	37,500 *
72	37,275 *
73	37,125
74	37,100 *
75	36,796 *
76	36,720
77	36,600 *
78	36,570 *
79	36,557 *
80	36,540 *
81	36,100 *
82	35,637
83	35,465 *
84	35,326
85	35,100
86	34,087 *
87	34,000 *
88	33,000
89	32,544 *
90	31,967
91	31,909
92	31,800 *
93	30,750 *
94	30,300
95	30,067 *
96	28,349
97	27,768
98	27,500 *
99	25,500
100	24,101 *
101	18,180 *
102	17,385
AVERAGE	42,179

DEANS (DIRECTORS): DENTISTRY

RANK	SALARY
1	85,000 *
2	79,263 *
3	74,513 *
4	69,000
5	68,000 *
6	67,646 *
7	66,769
8	64,719 *
9	64,000 *
10	60,000 *
11	56,287 *
12	55,400 *
AVERAGE	67,550

DEANS (DIRECTORS): EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY
1	76,544 *
2	66,122 *
3	66,000 *
4	60,000
5	56,800 *
6	55,000 *
7	55,000 *
8	54,400 *
9	54,400
10	54,040 *
11	48,000 *
12	47,220 *
13	46,746
14	46,051 *
15	28,100 *
AVERAGE	54,295

TABLE I (Continued)

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	74,298 *
2	68,000
3	66,000 *
4	64,800 *
5	64,465 *
6	62,000 *
7	61,000 *
8	59,500 *
9	59,240 *
10	59,000 *
11	58,978 *
12	58,000 *
13	57,739 *
14	57,189 *
15	57,000
16	56,950 *
17	56,500 *
18	56,000 *
19	56,000 *
20	55,600 *
21	55,512
22	55,200 *
23	55,000 *
24	55,000
25	55,000 *
26	55,000 *
27	54,468 *
28	54,400 *
29	53,900
30	53,842 *
31	53,839
32	53,650 *
33	53,650
34	53,600 *
35	53,500 *
36	53,004 *
37	53,004 *
38	52,960 *
39	52,900 *
4	52,600 *
4.	52,430 *
42	52,116
43	51,653
44	51,639 *
45	1,516
46	51,250
47	51,000
48	50,905 *
49	50,880 *
50	50,845 *
51	50,770 *
52	50,600 *
53	50,600 *
54	50,600 *
55	50,500 *
56	50,280 *
57	50,000 *
58	50,000 *
59	50,000
60	49,980
61	49,820 *
62	49,804 *
63	49,800 *
64	49,800 *
65	49,600 *
66	49,574
67	49,500

RANK	SALARY
68	49,415
69	49,300 *
70	49,220
71	49,000 *
72	49,000
73	49,000 *
74	48,960 *
75	48,950 *
76	48,709
77	48,600 *
78	48,505 *
79	48,500 *
80	48,400 *
81	47,700 *
82	47,500
83	47,482
84	47,391
85	47,300 *
86	46,970 *
87	46,700
88	46,300
89	46,000
90	45,900 *
91	45,656
92	45,552 *
93	45,026
94	45,000
95	44,900 *
96	44,000
97	44,000 *
98	42,888
99	42,814
100	42,519 *
101	42,152
102	41,820
103	41,377
104	39,270
105	39,211 *
106	38,502
107	38,252
108	37,514 *
109	37,500 *
110	36,524 *
111	34,533
112	30,600
AVERAGE	50,519

TABLE I (Continued)

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	87,796 *
2	74,220 *
3	73,034 *
4	72,000 *
5	70,500 *
6	69,400 *
7	67,000 *
8	66,600 *
9	65,500 *
10	65,000
11	64,735
12	64,275 *
13	64,000 *
14	63,284 *
15	63,100 *
16	63,095 *
17	62,700 *
18	62,500
19	62,220 *
20	62,000 *
21	62,000
22	62,000 *
23	61,300 *
24	61,000 *
25	60,996 *
26	60,500 *
27	60,000 *
28	59,364 *
29	59,000
30	58,634 *
31	58,058 *
32	57,772 *
33	57,523 *
34	57,500 *
35	57,000 *
36	57,000
37	57,000 *
38	56,750 *
39	56,700 *
40	56,300 *
41	55,700 *
42	55,400 *
43	55,080
44	55,050 *
45	55,020 *
46	55,014
47	55,000 *
48	54,780 *
49	54,445 *
50	53,652
51	53,500 *
52	52,544 *
53	52,230 *
54	52,000 *
55	52,000 *
56	52,000 *
57	52,000 *
58	51,816 *
59	51,800 *
60	51,332 *
61	50,800 *
62	50,750 *
63	50,730
64	50,467 *
65	50,100 *
66	50,045 *
67	50,041
68	50,000 *
69	50,000
70	49,363
71	48,600 *
72	48,530 *
73	48,000 *
74	47,500 *
75	46,746
76	46,621
77	45,000 *
78	44,626 *
79	43,467
80	(43,066)
81	41,674 *
82	40,500 *
83	(39,250)*
84	39,067
85	38,399
86	37,876
87	36,050 *
88	33,150 *
AVERAGE	55,172

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(66,100)*
2	62,000 *
3	60,000 *
4	58,000 *
5	56,287 *
6	55,650
7	54,600
8	53,500
9	52,250 *
10	52,200 *
11	52,032
12	52,000 *
13	51,954
14	51,648 *
15	51,200 *
16	50,166 *
17	50,000 *
18	49,899
19	49,800 *
20	49,655 *
21	48,442
22	47,467
23	46,600
24	46,000 *
25	45,500
26	45,000 *
27	44,700 *
28	44,496 *
29	44,200 *
30	44,160 *
31	43,200
32	43,054 *
33	42,152
34	40,964 *
35	40,500 *
36	36,841
37	34,713
38	33,500 *
39	33,100 *
AVERAGE	48,296

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	60,931 *
2	60,000 *
3	58,800 *
4	56,400 *
5	56,000 *
6	55,400 *
7	54,324 *
8	50,000 *
9	50,000
10	49,749 *
11	48,613
12	47,050 *
13	45,001 *
14	44,413 *
15	43,050 *
16	43,000 *
17	42,629 *
18	35,049 *
AVERAGE	50,023

TABLE I (Continued)

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	69,600 *
2	67,500 *
3	67,500 *
4	67,275 *
5	67,013 *
6	65,000 *
7	64,000 *
8	62,050 *
9	61,000 *
10	61,000 *
11	60,500 *
12	60,040 *
13	58,000 *
14	57,600
15	57,333
16	57,300 *
17	56,975 *
18	56,400
19	55,600 *
20	55,000 *
21	55,000 *
22	55,000 *
23	54,663
24	54,445 *
25	54,227
26	54,000 *
27	53,682 *
28	53,550 *
29	53,096
30	53,040 *
31	53,011 *
32	52,974 *
33	52,675 *
34	52,250 *
35	52,000 *
36	51,500 *
37	51,420 *
38	51,300 *
39	51,162 *
40	50,920
41	50,500 *
42	50,000 *
43	50,000 *
44	49,862
45	49,800 *
46	49,300 *
47	49,297 *
48	49,000 *
49	49,000
50	48,613
51	48,540
52	48,528 *
53	48,226
54	48,200
55	47,784
56	47,520
57	47,340
58	47,076 *
59	47,000 *
60	47,000
61	46,900 *
62	46,710 *
63	46,550 *
64	46,477
65	46,000 *
66	45,695 *
67	45,600
68	45,552 *
69	45,000
70	44,572 *
71	44,500
72	44,500
73	43,500
74	43,342
75	43,138
76	43,132 *
77	43,000
78	43,000
79	42,900 *
80	42,877 *
81	42,814
82	42,800 *
83	42,630 *
84	42,500
85	42,400 *
86	41,764
87	41,361
88	41,000 *
89	39,261 *
90	39,139
91	39,000
92	38,980
93	38,620
94	37,428 *
95	35,000 *
96	35,000 *
AVERAGE	49,915

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	66,500
2	60,300 *
3	58,365 *
4	55,500 *
5	52,719
6	52,200
7	48,800 *
8	48,243
9	47,500 *
10	46,500 *
11	40,038
12	40,000 *
13	38,503
14	38,000
15	32,510 *
AVERAGE	48,379

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	58,000 *
2	55,000 *
3	54,000 *
4	53,000 *
5	52,533 *
6	52,000 *
7	51,820 *
8	51,000 *
9	49,900 *
10	49,806 *
11	49,600 *
12	49,162 *
13	49,014 *
14	48,509
15	47,000
16	45,000
17	45,000 *
18	43,235 *
19	43,196 *
20	43,000
21	42,750 *
22	42,200
23	42,152
24	42,125 *
25	41,160 *
26	41,059 *
27	40,550
28	40,118 *
29	40,000 *
30	40,000 *
31	39,686 *
32	38,800
33	38,500 *
34	38,268 *
35	38,196
36	38,000 *
37	38,000
38	37,970
39	37,664
40	37,130 *
41	35,978
42	35,277
43	32,500 *
44	28,067 *
45	25,249
46	24,000 *
AVERAGE	42,721

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	63,500 *
2	59,400 *
3	59,000 *
4	56,400 *
5	55,735 *
6	55,000 *
7	54,000 *
8	54,000 *
9	53,000 *
10	52,700 *
11	52,700 *
12	52,002 *
13	51,060 *
14	49,880 *
15	49,727 *
16	49,500 *
17	48,700 *
18	48,400 *
19	47,500 *
20	46,500 *
21	45,600 *
22	45,600 *
23	45,320 *
24	44,034 *
25	43,600 *
26	43,000
27	42,152
28	42,080
29	40,146 *
30	40,000
31	37,500 *
32	36,796 *
33	33,322 *
34	32,379 *
35	31,272
36	29,783 *
37	27,161
AVERAGE	46,445

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(66,100) *
2	65,000 *
3	59,892 *
4	58,500 *
5	55,000 *
6	54,612 *
7	50,360 *
8	48,900 *
9	48,760 *
10	48,505 *
11	48,000
12	48,000
13	47,200 *
14	43,977 *
15	41,272
16	41,000 *
17	39,828 *
18	(36,000) *
19	35,575 *
20	34,750 *
AVERAGE	48,562

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	61,800 *
2	58,000 *
3	56,000 *
4	(55,700) *
5	55,000 *
6	54,750 *
7	52,840 *
8	52,240 *
9	51,328 *
10	50,900 *
11	50,300 *
12	49,250 *
13	49,140 *
14	48,729 *
15	48,500 *
16	47,000 *
17	45,000 *
18	44,420
19	43,333
20	43,000 *
21	42,500 *
22	42,000 *
23	41,500
24	39,686 *
25	38,440 *
26	37,347
27	36,408
28	36,071 *
29	36,012 *
30	35,960 *
31	33,500 *
32	31,700
33	30,000 *
AVERAGE	45,405

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	85,476 *
2	80,000 *
3	78,000 *
4	76,000 *
5	75,896 *
6	75,000 *
7	74,500 *
8	74,000 *
9	72,000 *
10	71,559 *
11	70,000 *
12	70,000 *
13	68,500 *
14	67,404 *
15	67,000 *
16	66,570 *
17	66,000
18	65,600 *
19	65,040
20	65,000
21	65,000 *
22	65,000 *
23	64,500 *
24	63,324 *
25	63,200
26	62,444 *
27	62,000 *
28	61,845 *
29	61,799
30	61,560 *
31	61,000 *
32	60,000
33	59,300 *
34	58,932 *
35	58,764 *
36	57,000 *
37	56,000 *
38	55,000 *
39	55,000 *
40	55,000 *
41	54,669
42	54,500 *
43	54,000 *
44	53,750
45	53,447
46	52,623 *
47	51,043 *
48	48,410 *
49	47,750 *
AVERAGE	63,478

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	70,500 *
2	66,000 *
3	63,000 *
4	62,070 *
5	61,500 *
6	60,340 *
7	58,000
8	(57,900) *
9	57,000 *
10	56,050 *
11	54,164
12	53,000 *
13	51,068 *
14	51,042
15	(50,800) *
16	50,640
17	50,500 *
18	50,100
19	50,000 *
20	(49,000) *
21	48,500
22	48,442
23	48,000 *
24	47,500
25	43,500 *
26	42,814
27	41,943
28	40,900 *
29	40,797
30	39,780
31	38,565
AVERAGE	51,723

TABLE I (Continued)

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	55,000 *
2	54,000 *
3	53,091 *
4	48,263 *
5	48,200 *
6	47,000 *
7	46,375
8	46,119 *
9	46,005 *
10	46,000 *
11	45,320 *
12	45,000 *
13	45,000 *
14	(43,000)
15	42,517 *
16	42,330 *
17	42,305
18	39,555 *
19	39,000 *
20	38,700 *
21	37,140 *
22	37,000 *
23	35,305
24	34,989 *
25	32,009 *
AVERAGE	43,569

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	(118,000)
2	116,000
3	106,000
4	100,000
5	99,597
6	99,500
7	96,700
8	96,300
9	90,000
10	88,296
11	88,125
12	88,000
13	85,805
14	85,800
15	85,680
16	85,000
17	83,400
18	82,850
19	81,303
20	80,352
21	80,000
22	77,652
23	76,000
24	75,000
25	74,500
26	74,000
27	73,700
28	73,000
29	72,600
30	70,525
31	69,700
32	68,601
33	67,625
34	64,315
35	62,500
36	60,996
37	58,850
38	55,500
AVERAGE	81,889

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	64,500
2	56,500 *
3	55,700 *
4	53,750
5	53,528 *
6	53,460 *
7	51,916 *
8	50,900 *
9	50,000
10	49,215 *
11	48,709 *
12	48,600
13	47,602
14	47,250
15	44,500
16	44,000 *
17	42,160
18	40,710 *
19	40,249 *
20	40,000 *
21	39,766
22	36,570 *
23	36,300 *
24	35,500
25	34,402
26	34,070
27	30,500 *
28	29,030 *
29	24,500 *
AVERAGE	44,272

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	65,000 *
2	63,000 *
3	61,985
4	60,306 *
5	60,000 *
6	59,500 *
7	58,154 *
8	58,000 *
9	56,600 *
10	55,054 *
11	55,000 *
12	55,000 *
13	54,970 *
14	54,600 *
15	54,000 *
16	53,980 *
17	53,600
18	53,500 *
19	53,250 *
20	52,500 *
21	52,300 *
22	52,000 *
23	51,000 *
24	50,020 *
25	50,000 *
26	49,920
27	49,000 *
28	48,691 *
29	48,500 *
30	48,000 *
31	47,500 *
32	47,424
33	47,000
34	47,000
35	46,860 *
36	46,335 *
37	45,748 *
38	45,600 *
39	45,500
40	45,500
41	45,320 *
42	44,750
43	44,616 *
44	44,028 *
45	43,998 *
46	43,500
47	43,000 *
48	42,050 *
49	41,679 *
50	40,000 *
51	40,000
52	39,400 *
53	38,519
54	37,250
55	36,820
56	35,500
57	35,425 *
58	33,310 *
59	32,470 *
60	31,399
61	26,952 *
AVERAGE	47,900

TABLE I (Continued)

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	68,000 *
2	64,920 *
3	63,732 *
4	63,552 *
5	62,973 *
6	62,600 *
7	61,500 *
8	61,500 *
9	60,000 *
10	59,506 *
11	58,850 *
12	57,000 *
13	57,000 *
14	56,504 *
15	55,566 *
16	55,000 *
17	53,900 *
18	53,880 *
19	53,400 *
20	51,625 *
21	51,180 *
22	50,750 *
23	49,500
24	49,113 *
25	49,000 *
26	49,000 *
27	48,587 *
28	45,026
29	44,300
30	44,000
31	42,132 *
32	40,000 *
33	37,550 *
34	36,018
AVERAGE	53,449

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	69,280 *
2	65,000 *
3	59,500 *
4	58,294 *
5	58,240 *
6	58,000 *
7	57,635
8	56,020 *
9	54,800 *
10	53,240
11	50,570 *
12	49,968
13	49,900 *
14	48,500
15	48,500
16	48,442
17	48,300
18	48,228 *
19	48,000
20	48,000
21	47,399
22	47,040 *
23	47,000 *
24	46,900
25	46,500 *
26	45,570 *
27	45,350 *
28	45,026
29	44,576 *
30	42,814
31	42,500 *
32	42,294
33	41,820
34	(39,250)*
35	38,009
AVERAGE	49,728

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	67,500 *
2	60,500 *
3	58,800
4	58,659 *
5	58,000 *
6	57,000 *
7	55,000 *
8	55,000 *
9	53,722 *
10	52,900 *
11	50,700
12	50,600 *
13	50,400 *
14	50,000 *
15	49,896 *
16	49,871 *
17	49,840 *
18	48,941 *
19	48,825 *
20	48,114 *
21	48,000 *
22	46,622 *
23	46,560 *
24	46,275 *
25	46,062 *
26	45,500
27	45,021
28	44,009 *
29	43,600 *
30	43,480
31	41,796 *
32	40,281
33	38,933 *
34	38,000 *
35	31,125
AVERAGE	49,129

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY
1	70,[illegible]0 *
2	62,[illegible] *
3	57,000 *
4	56,000
5	52,500 *
6	50,000 *
7	46,900 *
8	41,213 *
AVERAGE	54,452

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	66,296 *
2	63,612 *
3	60,950 *
4	(55,700)*
5	55,292 *
6	54,990 *
7	54,725
8	53,920 *
9	53,800
10	52,304 *
11	51,490 *
12	51,000 *
13	50,290 *
14	50,083 *
15	49,000 *
16	46,000 *
17	45,824
18	44,667
19	36,150 *
20	34,896 *
21	33,900 *
22	31,766 *
AVERAGE	49,843

TABLE I (Continued)

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	63,700	*
2	59,200	*
3	57,000	
4	52,488	*
5	52,320	*
6	50,107	*
7	49,428	
8	49,231	*
9	48,500	*
10	48,400	*
11	46,500	*
12	45,500	*
13	44,667	
14	44,400	
15	43,500	
16	42,000	*
17	40,000	*
18	39,528	*
19	38,929	
20	38,646	*
21	36,720	
22	28,976	
23	28,511	*
24	26,094	
25	21,311	
AVERAGE	43,826	

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY	
1	72,600	*
2	70,000	*
3	66,500	*
4	66,000	*
5	65,525	*
6	64,950	*
7	64,000	*
8	62,000	*
9	60,000	*
10	60,000	*
11	60,000	*
12	60,000	*
13	59,200	*
14	59,200	*
15	58,500	*
16	54,780	*
17	54,000	*
18	45,552	*
19	40,400	*
AVERAGE	60,221	

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-three participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida State University
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
University of Alabama
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Florida
University of South Alabama
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	74,460
2	66,725
3	57,000
AVERAGE	66,062

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	81,700
2	81,700
3	80,000
4	76,505
5	75,000
6	75,000
7	72,000
8	71,855
9	71,855
10	69,757
11	66,725
12	62,700
13	62,700
14	60,600
15	58,806
16	58,000
17	54,265
18	48,087
19	47,940
AVERAGE	67,116

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	75,500
2	68,000
3	67,803
4	66,500
5	62,163
6	60,000
7	60,000
8	57,240
9	57,200
10	56,000
11	55,500
12	55,371
13	55,000
14	52,380
15	50,000
16	50,000
17	49,518
18	49,000
19	45,175
20	42,000
AVERAGE	56,718

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	77,000
2	63,500
3	60,540
4	52,963
AVERAGE	63,501

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,500
2	53,100
3	50,852
4	48,798
5	48,000
6	47,800
7	46,000
8	46,000
9	46,000
10	45,000
11	44,922
12	44,085
13	43,818
14	(43,000)
15	41,355
16	40,000
17	40,000
18	39,419
19	39,037
20	37,000
21	36,720
22	36,500
23	28,079
AVERAGE	43,565

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	57,000
2	46,200
3	40,500
4	39,636
5	39,500
6	34,063
7	33,000
8	32,550
9	32,400
10	28,500
11	24,531
12	20,910
13	18,744
AVERAGE	34,426

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	63,690
2	52,776
3	51,360
4	51,000
5	48,300
6	48,000
7	46,600
8	46,010
9	45,600
10	45,027
11	45,000
12	41,500
13	41,000
14	38,760
15	38,600
16	38,000
17	36,760
18	36,298
19	33,600
20	31,840
21	31,400
22	30,613
AVERAGE	42,806

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	66,500
2	61,000
3	61,000
4	60,523
5	58,482
6	55,600
7	55,000
8	54,500
9	(54,203)
10	52,700
11	52,057
12	52,000
13	49,663
14	49,500
15	49,050
16	45,900
17	45,000
18	37,740
AVERAGE	53,357

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	54,500
2	49,000
3	46,440
4	46,000
5	44,500
6	41,900
7	41,676
8	40,800
9	40,700
10	40,060
11	38,600
12	38,174
13	38,000
14	37,300
15	34,880
16	32,271
17	31,124
18	29,255
AVERAGE	40,284

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(49,200)
2	45,110
3	43,290
4	38,960
5	30,600
6	27,572
7	25,300
AVERAGE	37,147

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(49,200)
2	37,800
3	33,893
4	28,618
AVERAGE	37,379

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	36,250
2	34,400
3	33,800
4	33,200
5	30,540
6	30,540
7	30,151
8	28,524
9	28,132
10	28,000
11	26,395
12	26,000
13	26,000
14	25,800
15	24,900
16	22,499
17	21,000
AVERAGE	28,596

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	48,800
2	45,000
3	40,716
4	40,140
5	40,100
6	35,750
7	35,000
8	33,936
9	30,500
10	29,800
11	28,561
12	28,506
13	28,050
14	28,050
15	24,120
16	21,450
AVERAGE	33,655

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	52,200
2	45,570
3	41,700
4	41,407
5	40,788
6	40,200
7	39,000
8	37,837
9	35,800
10	35,760
11	35,520
12	35,000
13	34,798
14	34,792
15	33,700
16	33,460
17	32,000
18	28,430
19	27,320
20	23,250
21	22,049
AVERAGE	35,742

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	62,953
2	56,500
3	56,284
4	54,103
5	53,[illegible]00
6	53,500
7	52,600
8	52,500
9	52,220
10	52,030
11	52,000
12	49,500
13	49,000
14	47,100
15	44,608
16	42,652
17	40,000
18	38,924
AVERAGE	50,554

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	50,387
2	49,780
3	44,040
4	43,[illegible]36
5	42,100
6	41,565
7	40,344
8	40,000
9	37,085
10	35,000
11	33,050
12	32,130
13	30,607
14	25,988
AVERAGE	38,937

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	27,694
2	25,788
3	23,073
AVERAGE	25,518

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	46,385
2	45,336
3	39,600
4	39,100
5	36,880
6	36,060
7	35,934
8	33,486
9	32,458
10	31,696
11	31,000
12	31,000
13	30,123
14	29,700
15	28,200
16	26,280
17	23,190
18	21,300
19	20,143
20	19,380
AVERAGE	31,860

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	49,200
2	46,420
3	45,335
4	42,000
5	39,000
6	38,950
7	38,891
8	35,444
9	35,000
10	34,200
11	32,000
12	31,890
13	31,832
14	29,300
15	28,964
16	28,830
17	26,520
18	23,875
19	23,350
20	22,543
21	18,200
AVERAGE	33,416

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	33,635
2	33,500
3	31,625
4	30,000
5	29,500
6	29,500
7	29,014
8	28,413
9	28,200
10	27,650
11	27,430
12	26,400
13	26,200
14	26,177
15	25,911
16	25,500
17	25,296
18	25,222
19	25,150
20	24,263
21	23,464
22	18,695
AVERAGE	27,307

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	38,710
2	37,300
3	37,000
4	36,929
5	36,844
6	35,165
7	35,000
8	32,340
9	32,100
10	29,469
11	29,100
12	28,000
13	28,000
14	24,480
15	24,159
16	20,694
17	19,921
18	18,760
19	15,981
AVERAGE	29,471

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	72,271
2	6[illegible],262
3	61,422
4	61,357
5	59,596
6	58,000
7	57,180
8	55,036
9	53,000
10	51,392
11	48,867
12	48,530
13	47,465
14	46,450
15	37,174
16	28,011
AVERAGE	53,376

TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	67,000
2	66,179
3	63,855
4	62,400
5	56,000
6	54,621
7	49,100
AVERAGE	59,879

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	57,500
2	55,000
3	(54,203)
4	52,596
5	52,478
6	52,000
7	49,000
AVERAGE	53,254

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	46,000
2	44,000
3	40,000
4	39,500
AVERAGE	42,375

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	50,000
2	47,700
3	46,200
4	46,000
5	42,706
6	42,500
7	40,660
8	37,500
9	36,380
10	30,000
11	27,825
AVERAGE	40,679

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	57,650
2	47,250
3	45,500
4	43,450
5	42,000
6	38,148
7	37,975
8	37,400
9	36,000
10	35,050
11	33,324
12	27,250
13	19,857
AVERAGE	38,527

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	54,000
2	51,863
3	45,914
4	45,570
5	45,000
6	43,550
7	42,423
8	(36,060)
9	35,600
10	34,428
11	34,000
12	29,100
13	23,649
14	22,582
AVERAGE	38,839

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	53,600
2	49,181
3	45,570
4	41,200
5	40,500
6	40,000
7	39,432
8	39,200
9	39,200
10	38,808
11	38,460
12	38,147
13	37,300
14	37,000
15	36,155
16	35,000
17	34,500
18	32,156
19	32,130
20	30,166
21	29,500
22	28,140
AVERAGE	37,970

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,858
2	42,500
3	38,300
4	36,400
5	35,000
6	34,930
7	33,601
8	32,106
9	30,500
10	28,165
11	27,385
12	27,132
13	25,440
14	24,120
15	23,500
16	23,500
17	23,345
18	23,000
19	21,368
20	16,860
AVERAGE	29,501

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	46,000
2	44,100
3	39,238
4	34,272
5	34,175
6	33,854
7	33,600
8	32,130
9	31,942
10	31,500
11	26,000
12	25,066
13	23,320
14	19,709
AVERAGE	32,493

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	54,700
2	52,992
3	49,000
4	48,345
5	46,300
6	43,308
AVERAGE	49,108

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	46,140
2	43,824
3	41,606
4	39,813
5	38,442
6	36,960
7	34,000
8	32,340
9	27,924
AVERAGE	37,894

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	65,000
2	56,100
3	44,600
4	44,000
5	43,325
AVERAGE	50,605

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	46,000
2	44,926
3	43,560
4	42,039
5	41,800
6	41,125
7	40,000
8	38,845
9	38,153
10	37,476
11	36,550
12	36,406
13	35,000
14	35,000
15	34,355
16	32,900
17	32,145
18	24,990
19	22,300
AVERAGE	37,030

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	44,402
2	40,167
3	39,049
4	38,856
5	38,600
6	35,640
7	34,610
8	32,633
9	30,302
10	29,000
11	28,560
12	28,340
13	27,850
14	27,723
15	25,530
16	24,990
17	21,500
18	11,351
AVERAGE	31,061

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	65,000
2	60,350
3	(54,000)
4	53,489
5	51,540
6	49,696
AVERAGE	55,679

TABLE II (Continued)
—ATLANTA REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	60,000
2	56,040
3	55,500
4	51,120
5	49,060
6	49,000
7	44,651
AVERAGE	52,196

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	47,010
2	46,458
3	46,000
4	43,000
5	42,000
6	41,676
7	39,830
8	34,618
9	33,000
10	32,870
11	29,800
12	29,424
13	22,989
AVERAGE	37,590

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,294
2	45,000
3	39,500
4	39,500
5	39,250
6	39,210
7	39,000
8	38,400
9	(37,342)
10	33,690
11	32,500
12	30,000
13	29,480
14	28,900
15	26,000
16	22,848
AVERAGE	35,495

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	68,500
2	58,400
3	56,660
4	(54,000)
5	51,540
6	49,580
7	49,000
AVERAGE	55,383

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	54,032
2	52,020
3	49,500
4	49,500
5	47,300
6	46,000
7	45,700
AVERAGE	49,150

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	69,500
2	66,000
3	61,300
4	59,500
5	59,400
6	54,120
7	52,500
8	52,200
9	49,500
10	(49,000)
11	48,000
12	46,500
13	39,198
14	39,000
AVERAGE	53,265

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	68,500
2	68,100
3	66,550
4	65,000
5	60,509
6	60,000
7	59,300
8	55,200
9	54,936
10	53,000
11	52,700
12	52,125
13	51,000
14	50,000
15	50,000
16	50,000
17	49,350
18	48,335
19	47,500
20	47,419
21	45,150
22	44,000
23	41,820
AVERAGE	53,913

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	58,500
2	53,533
3	46,400
4	44,000
5	41,150
6	40,300
7	40,000
8	39,724
9	39,000
10	38,920
11	38,120
12	37,500
13	37,500
14	37,275
15	36,720
16	35,100
17	31,909
18	30,300
AVERAGE	40,331

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	79,263
2	66,769
3	64,000
AVERAGE	70,011

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	68,000
2	57,189
3	55,000
4	53,900
5	52,900
6	52,430
7	50,995
8	50,600
9	49,800
10	49,000
11	48,960
12	48,505
13	47,700
14	47,500
15	47,482
16	46,970
17	45,900
18	45,656
19	41,920
20	41,377
21	39,270
AVERAGE	49,569

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	60,500
2	59,000
3	58,059
4	57,523
5	57,500
6	57,000
7	56,700
8	55,700
9	55,080
10	55,020
11	50,100
12	46,621
13	43,467
14	37,876
AVERAGE	53,582

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,500
2	46,000
3	45,500
4	44,496
5	33,100
AVERAGE	44,519

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	60,000
2	58,800
3	50,000
4	49,748
AVERAGE	54,637

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	67,275
2	65,000
3	56,400
4	53,550
5	52,974
6	52,675
7	52,000
8	51,420
9	50,920
10	49,000
11	45,695
12	45,000
13	43,000
14	42,500
15	41,764
16	39,000
17	38,980
AVERAGE	49,833

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	66,500
2	60,300
3	55,500
4	52,719
5	40,038
6	38,000
AVERAGE	52,176

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	52,000
2	49,806
3	45,000
4	43,000
5	37,970
AVERAGE	45,555

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	63,500
2	48,700
3	46,500
4	45,600
5	45,320
6	43,600
7	43,000
AVERAGE	48,031

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	59,892
2	48,505
3	48,000
AVERAGE	52,132

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	52,840
2	51,328
3	50,300
4	49,140
5	44,420
6	43,000
7	42,000
8	33,500
AVERAGE	45,816

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	74,500
2	71,559
3	70,000
4	66,000
5	61,845
6	61,000
7	59,300
8	56,000
9	55,000
10	54,000
11	53,447
AVERAGE	62,059

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	61,500
2	53,000
3	(49,000)
4	48,500
5	48,000
6	47,500
7	39,780
AVERAGE	49,611

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	48,263
2	48,200
3	45,320
4	45,000
5	(43,000)
6	39,000
7	38,700
8	37,140
AVERAGE	43,078

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	96,700
2	96,300
3	88,125
4	81,303
5	80,000
6	75,000
7	74,500
8	74,000
9	73,000
10	72,600
AVERAGE	81,153

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	61,985
2	60,306
3	54,970
4	52,500
5	52,300
6	52,000
7	48,500
8	48,000
9	47,424
10	47,000
11	46,960
12	45,600
13	45,500
14	45,320
15	38,519
16	37,250
17	35,500
AVERAGE	48,208

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	64,920
2	61,500
3	58,850
4	57,000
5	53,880
6	53,400
7	49,113
AVERAGE	56,952

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	48,500
2	48,000
3	45,570
4	41,820
AVERAGE	45,973

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	63,612
2	55,292
3	53,800
4	52,304
AVERAGE	56,252

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	58,000
2	50,700
3	49,896
4	48,825
5	48,000
6	46,560
7	46,062
8	45,500
9	43,600
AVERAGE	48,571

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	50,107
2	44,400
3	36,720
AVERAGE	43,742

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	70,000
2	60,000
3	60,000
4	54,000
AVERAGE	61,000

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-six participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University at Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Cincinnati
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Michigan
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	83,000
2	65,000
3	60,000
AVERAGE	69,333

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	88,250
2	84,347
3	83,000
4	81,500
5	79,000
6	78,150
7	78,000
8	73,000
9	67,500
10	66,000
11	65,985
12	65,800
13	65,650
14	65,000
15	64,000
16	63,100
17	62,736
18	62,540
19	62,000
20	61,500
21	61,500
22	61,200
23	59,354
AVERAGE	69,527

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	76,300
2	(73,000)
3	72,900
4	70,000
5	(64,800)
6	63,955
7	59,832
8	(57,500)
9	56,880
10	55,284
11	55,000
12	54,900
13	54,000
14	53,500
15	53,500
16	(51,345)
17	51,000
18	49,800
AVERAGE	59,639

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(73,000)
2	73,000
3	65,000
4	62,275
5	57,645
6	(57,500)
7	54,966
8	54,900
9	54,000
10	(51,345)
11	49,500
AVERAGE	59,376

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	66,125
2	58,500
3	56,575
4	56,200
5	56,200
6	54,000
7	52,500
8	51,645
9	50,000
10	49,824
11	47,677
12	47,448
13	45,474
14	44,700
15	44,100
16	43,771
17	43,603
18	43,600
19	43,560
20	42,158
21	41,400
22	40,500
23	40,000
24	30,000
AVERAGE	47,898

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	50,000
2	(43,800)
3	41,200
4	40,000
5	38,650
6	37,071
7	36,756
8	35,000
9	34,704
10	32,820
11	32,400
12	32,100
13	31,000
14	30,140
15	30,000
16	29,468
17	29,050
18	28,890
19	28,885
20	28,302
21	27,410
22	26,655
23	26,500
24	23,638
25	22,800
AVERAGE	32,690

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	68,244
2	64,300
3	50,505
4	49,992
5	47,300
6	47,250
7	46,640
8	42,935
9	42,675
10	42,600
11	42,500
12	40,824
13	40,810
14	40,788
15	40,565
16	38,500
17	38,160
18	37,200
19	37,033
20	37,000
21	36,396
22	35,160
23	34,921
AVERAGE	43,578

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	78,400
2	(72,500)
3	(69,500)
4	65,800
5	(62,640)
6	(59,200)
7	58,800
8	57,982
9	57,780
10	57,418
11	55,510
12	55,000
13	54,840
14	(54,000)
15	53,500
16	52,224
17	52,050
18	51,262
19	50,350
20	50,000
21	48,852
22	45,000
AVERAGE	57,391

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	55,300
2	51,250
3	49,950
4	48,504
5	48,400
6	47,000
7	46,020
8	44,079
9	43,687
10	42,400
11	41,615
12	41,602
13	41,244
14	39,900
15	37,206
16	36,180
17	34,800
18	32,411
19	31,800
20	31,000
21	30,740
AVERAGE	41,671

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	(72,500)
2	(69,500)
3	(59,200)
4	45,200
5	42,400
6	39,400
7	33,288
8	29,543
9	27,996
AVERAGE	46,559

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	52,200
2	50,800
3	47,000
4	42,400
5	37,100
6	26,232
AVERAGE	42,622

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	42,500
2	37,932
3	37,451
4	35,900
5	32,900
6	31,860
7	30,780
8	30,375
9	29,800
10	28,380
11	27,300
12	26,750
13	26,597
14	25,000
AVERAGE	31,680

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	(64,800)
2	62,000
3	48,825
4	47,000
5	45,732
6	45,500
7	44,500
8	43,524
9	40,700
10	40,000
11	40,000
12	39,219
13	36,600
14	36,305
15	33,169
16	32,280
17	30,288
18	29,582
19	26,288
AVERAGE	41,385

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	58,600
2	53,219
3	51,800
4	47,604
5	47,000
6	44,200
7	43,912
8	43,128
9	41,904
10	40,900
11	40,510
12	40,000
13	36,200
14	36,040
15	36,000
16	35,000
17	34,740
18	34,667
19	34,450
20	34,152
21	33,656
22	33,340
23	31,216
24	28,407
AVERAGE	40,027

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	58,139
2	56,500
3	56,160
4	(55,000)
5	54,330
6	54,000
7	53,500
8	51,622
9	51,100
10	50,500
11	50,138
12	50,000
13	49,776
14	48,936
15	48,540
16	46,958
17	46,950
18	43,000
AVERAGE	51,397

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	(55,000)
2	46,000
3	45,700
4	45,421
5	43,255
6	39,000
7	38,434
8	35,952
9	35,433
10	35,080
11	33,708
12	31,293
13	29,844
AVERAGE	39,548

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	61,375
2	48,024
3	38,270
4	32,500
5	31,400
6	29,050
7	24,640
8	24,113
9	23,486
10	22,586
AVERAGE	33,544

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	52,800
2	44,000
3	43,337
4	42,000
5	41,640
6	41,579
7	41,388
8	40,037
9	38,800
10	38,434
11	38,280
12	37,736
13	36,837
14	36,374
15	34,250
16	33,696
17	33,523
18	33,390
19	33,048
20	32,910
21	32,469
22	31,967
23	31,842
24	31,400
25	30,495
26	29,468
AVERAGE	36,988

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	51,175
2	42,034
3	39,340
4	39,294
5	39,000
6	38,133
7	36,374
8	35,940
9	35,624
10	35,428
11	35,200
12	33,327
13	30,700
14	30,661
15	30,500
16	30,000
17	29,970
18	29,083
19	28,394
20	26,970
AVERAGE	34,857

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	40,500
2	39,240
3	38,840
4	38,500
5	38,280
6	37,791
7	36,490
8	35,177
9	34,560
10	33,971
11	33,600
12	33,245
13	33,112
14	32,648
15	32,352
16	31,090
17	30,756
18	30,000
19	29,998
20	27,623
21	27,100
22	26,610
23	25,000
24	23,320
25	23,200
AVERAGE	32,520

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	71,500
2	60,800
3	60,000
4	59,150
5	56,160
6	55,210
7	55,000
8	54,784
9	52,000
10	48,792
11	47,000
12	45,798
13	42,747
14	42,240
15	35,230
16	34,128
17	32,196
18	30,576
19	30,157
20	25,440
21	21,961
AVERAGE	45,756

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	56,000
2	46,467
3	46,272
4	44,750
5	42,406
6	42,120
7	(39,992)
8	39,660
9	39,320
10	35,436
11	35,100
12	35,000
13	33,651
14	32,223
15	32,067
16	29,700
17	29,256
18	27,758
19	27,071
20	25,881
21	25,850
22	25,772
23	25,206
AVERAGE	35,503

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(72,500)
2	65,000
3	(62,640)
4	55,000
5	54,691
AVERAGE	61,966

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(72,500)
2	67,000
3	64,100
4	56,500
5	(54,000)
6	48,936
7	47,000
AVERAGE	58,577

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	53,000
2	50,400
3	49,155
4	49,000
5	43,020
AVERAGE	48,915

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	71,000
2	61,000
3	59,000
4	58,383
5	50,846
6	49,750
7	49,000
8	46,680
9	44,004
10	38,920
11	37,980
12	36,148
13	32,725
14	32,420
15	32,000
16	31,800
17	26,600
AVERAGE	44,603

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	48,823
2	45,900
3	40,150
4	40,000
5	37,000
6	36,012
7	35,910
8	35,640
9	33,049
10	29,200
11	28,388
12	28,350
13	23,055
14	18,100
AVERAGE	34,255

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	49,225
2	48,120
3	47,170
4	46,175
5	44,292
6	43,300
7	38,679
8	38,085
9	37,100
10	33,007
11	31,512
12	30,120
13	29,305
14	27,780
AVERAGE	38,848

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	60,000
2	53,500
3	52,400
4	52,002
5	51,800
6	50,000
7	49,225
8	48,950
9	47,050
10	46,175
11	45,600
12	43,344
13	42,408
14	41,520
15	40,660
16	40,174
17	39,800
18	39,720
19	39,500
20	39,352
21	39,000
22	38,137
23	37,100
24	36,480
25	36,410
AVERAGE	44,412

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	46,000
2	40,500
3	39,120
4	38,550
5	38,175
6	37,100
7	33,466
8	33,400
9	33,276
10	33,010
11	31,694
12	31,344
13	31,201
14	30,000
15	29,943
16	29,916
17	29,675
18	28,566
19	27,000
20	25,094
21	21,200
AVERAGE	32,773

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	64,500
2	55,000
3	54,442
4	49,080
5	(45,000)
6	44,320
7	43,000
AVERAGE	50,763

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	48,000
2	45,000
3	42,000
4	38,832
5	36,046
6	35,510
7	34,600
8	33,230
9	33,174
10	32,900
11	32,860
12	30,982
13	30,680
14	29,566
15	28,500
16	25,932
17	25,000
18	21,300
AVERAGE	33,562

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	60,000
2	59,400
3	56,500
4	50,200
5	50,138
6	47,000
7	38,500
AVERAGE	51,677

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	39,500
2	37,100
3	32,750
AVERAGE	36,450

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(64,500)
2	62,300
3	58,290
4	(45,024)
5	(45,000)
6	39,960
AVERAGE	52,512

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,000
2	46,200
3	42,000
4	(41,760)
5	41,179
6	(37,440)
7	36,000
8	35,748
9	35,184
10	31,735
11	28,262
AVERAGE	39,046

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,000
2	43,500
3	42,540
4	(41,760)
5	37,602
6	(37,440)
7	34,400
8	33,800
9	33,390
10	32,750
11	32,330
12	28,652
13	27,285
14	26,911
15	26,441
16	25,848
17	25,628
18	25,296
19	24,900
AVERAGE	33,499

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	71,500
2	68,500
3	67,500
4	48,350
5	44,800
AVERAGE	60,130

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	52,605
2	48,200
3	47,300
4	46,344
5	46,020
6	45,101
7	45,000
8	43,778
9	40,446
10	40,190
11	38,568
12	37,630
13	35,510
14	34,406
15	34,360
16	34,262
17	33,200
18	32,750
19	27,747
20	26,250
AVERAGE	39,483

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	50,508
2	48,700
3	44,566
4	40,700
5	39,650
6	37,509
7	37,500
8	37,068
9	36,600
10	35,295
11	34,654
12	32,833
13	31,005
14	29,998
15	29,751
16	28,785
17	28,471
18	28,000
19	27,774
AVERAGE	35,756

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	67,950
2	66,900
3	63,000
4	45,564
AVERAGE	60,854

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	59,000
2	55,000
3	54,107
4	52,000
AVERAGE	55,027

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	71,000
2	70,700
3	66,600
4	60,144
5	59,940
6	55,226
7	55,000
8	52,990
9	50,817
10	50,712
11	50,640
12	49,800
13	49,184
14	48,902
15	48,600
16	47,700
17	45,000
18	45,000
19	45,000
AVERAGE	53,840

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	74,550
2	62,916
3	61,500
4	61,000
5	60,750
6	60,500
7	59,600
8	59,500
9	55,740
10	55,000
11	55,000
12	54,378
13	52,920
14	52,903
15	52,677
16	51,681
17	50,892
18	49,878
19	47,400
20	47,000
21	46,632
22	44,172
23	44,000
24	39,000
AVERAGE	54,150

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	58,475
2	56,500
3	52,000
4	51,844
5	51,840
6	51,216
7	50,748
8	50,090
9	49,032
10	48,500
11	46,500
12	45,350
13	44,310
14	44,136
15	43,500
16	42,930
17	42,800
18	40,660
19	40,213
20	37,100
21	36,570
22	32,544
23	27,500
AVERAGE	45,407

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	64,800
2	59,000
3	58,878
4	56,950
5	56,000
6	55,512
7	55,000
8	53,842
9	53,839
10	53,500
11	52,116
12	51,659
13	51,516
14	51,250
15	51,000
16	50,860
17	50,000
18	49,980
19	49,220
20	48,950
21	46,300
22	45,000
23	44,000
AVERAGE	52,574

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	70,500
2	67,000
3	66,600
4	64,735
5	64,275
6	63,284
7	62,000
8	62,000
9	61,000
10	57,772
11	57,000
12	55,014
13	51,332
14	50,730
15	48,600
AVERAGE	60,123

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	58,000
2	56,287
3	55,650
4	54,600
5	52,032
6	52,000
7	51,954
8	51,648
9	51,200
10	49,655
11	43,200
12	40,500
13	34,713
AVERAGE	50,111

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	69,600
2	67,500
3	67,013
4	61,000
5	58,000
6	56,975
7	55,000
8	54,227
9	53,011
10	49,862
11	48,540
12	48,528
13	48,200
14	47,784
15	47,520
16	46,477
17	43,500
18	42,877
19	42,630
20	41,361
AVERAGE	52,480

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	54,000
2	53,000
3	51,000
4	47,000
5	42,200
6	42,125
7	40,550
8	40,118
9	38,500
10	37,664
11	35,277
12	32,500
AVERAGE	42,828

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	59,400
2	59,000
3	53,000
4	32,379
AVERAGE	50,945

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	61,800
2	56,000
3	45,000
4	36,408
5	30,000
AVERAGE	45,842

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	75,896
2	75,000
3	72,000
4	68,500
5	67,404
6	65,600
7	65,040
8	65,000
9	61,799
10	61,560
11	54,669
AVERAGE	66,588

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	70,500
2	57,000
3	56,050
4	51,068
5	50,640
6	43,500
AVERAGE	54,793

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	55,000
2	53,091
3	46,005
4	46,000
5	45,000
6	42,517
7	35,305
AVERAGE	46,131

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	90,000
2	88,000
3	85,805
4	85,680
5	83,400
6	70,525
7	69,700
8	58,850
AVERAGE	78,995

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	56,500
2	55,700
3	48,708
4	44,500
5	44,000
6	42,160
7	36,570
8	30,500
AVERAGE	44,830

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	65,000
2	63,000
3	60,000
4	58,154
5	55,054
6	55,000
7	53,500
8	49,920
9	46,335
10	44,028
11	43,500
12	40,000
13	39,400
AVERAGE	51,761

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	63,732
2	62,600
3	61,500
4	55,000
5	44,390
AVERAGE	57,444

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	59,500
2	49,968
3	48,300
4	48,228
5	48,000
6	47,399
7	47,040
8	46,500
9	42,500
10	42,294
AVERAGE	47,973

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	67,500
2	60,500
3	57,000
4	55,000
5	50,000
6	49,840
7	45,021
8	38,000
9	31,125
AVERAGE	50,443

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	46,500
2	42,000
3	39,528
4	26,094
5	21,311
AVERAGE	35,087

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	65,525
2	60,000
3	59,200
AVERAGE	61,575

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-three participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University & Agricultural
& Mechanical College
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University and Texas Tech University
Health Sciences Center
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	100,000
2	90,000
3	88,000
4	75,900
AVERAGE	88,475

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	90,000
2	83,208
3	76,930
4	76,895
5	75,000
6	75,000
7	74,600
8	74,295
9	70,000
10	69,137
11	67,431
12	65,600
13	64,560
14	64,560
15	64,300
16	63,000
17	61,500
18	61,369
19	58,400
20	48,400
21	48,400
AVERAGE	68,218

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	73,000
2	68,000
3	(66,000)
4	65,000
5	64,500
6	63,996
7	63,800
8	59,574
9	56,639
10	55,043
11	55,000
12	54,550
13	52,461
14	50,750
15	50,323
16	50,000
17	49,668
18	46,867
AVERAGE	58,065

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	70,066
2	65,629
3	61,800
4	61,016
AVERAGE	64,628

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	54,060
2	52,006
3	50,408
4	50,000
5	47,124
6	47,100
7	47,000
8	46,709
9	45,908
10	45,603
11	45,208
12	44,500
13	43,028
14	42,000
15	41,643
16	40,950
17	40,582
18	38,731
19	38,190
20	38,088
21	36,399
22	33,284
23	21,000
AVERAGE	43,023

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	43,120
2	39,396
3	(37,000)
4	(35,000)
5	34,440
6	33,283
7	33,000
8	(32,700)
9	31,562
10	30,863
11	30,770
12	(30,138)
13	28,500
14	28,200
15	25,013
16	(24,000)
17	23,359
18	22,954
AVERAGE	31,294

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	58,080
2	57,000
3	54,800
4	51,641
5	50,978
6	45,000
7	44,842
8	44,800
9	43,612
10	43,000
11	40,700
12	40,567
13	40,500
14	40,500
15	39,804
16	39,613
17	38,868
18	(37,000)
19	36,662
20	36,497
21	36,000
22	35,000
23	34,295
24	31,900
AVERAGE	42,569

TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	68,000
2	64,000
3	63,000
4	62,500
5	61,800
6	61,500
7	59,824
8	58,494
9	56,448
10	56,410
11	56,000
12	55,500
13	55,089
14	(53,240)
15	50,323
16	50,205
17	50,177
18	49,203
AVERAGE	57,317

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	52,600
2	47,000
3	44,964
4	44,760
5	44,300
6	44,000
7	43,620
8	41,496
9	40,500
10	38,982
11	38,000
12	37,490
13	36,720
14	36,057
15	34,309
16	33,664
17	33,612
18	29,529
19	26,700
AVERAGE	39,384

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	43,134
2	42,080
3	36,372
4	31,850
AVERAGE	38,359

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	48,203
2	44,394
3	41,700
4	38,420
5	38,103
6	37,000
7	36,267
8	35,500
9	30,880
10	30,000
11	29,000
12	28,832
13	25,932
AVERAGE	35,710

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	39,996
2	38,300
3	36,268
4	33,000
5	32,710
6	31,248
7	31,204
8	30,163
9	30,064
10	29,900
11	29,000
12	28,500
13	27,142
14	24,936
15	21,588
AVERAGE	30,935

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	45,720
2	42,000
3	41,580
4	41,496
5	40,292
6	39,200
7	38,700
8	34,500
9	30,722
10	30,299
11	30,000
12	28,276
13	23,600
14	23,450
15	22,584
AVERAGE	34,161

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	41,554
2	41,200
3	40,700
4	40,344
5	38,576
6	38,500
7	38,220
8	36,800
9	(35,000)
10	34,500
11	33,600
12	32,900
13	(32,700)
14	31,830
15	31,579
16	30,299
17	(30,138)
18	29,848
19	29,500
20	28,088
21	25,146
22	24,784
23	(24,000)
AVERAGE	33,470

TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	(61,800)
2	60,000
3	59,298
4	59,000
5	56,400
6	55,500
7	53,500
8	52,800
9	52,464
10	52,399
11	51,064
12	51,000
13	48,961
14	44,760
15	36,716
AVERAGE	53,044

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	46,500
2	43,953
3	42,465
4	40,000
5	38,217
6	38,181
7	36,400
8	35,000
9	34,525
10	34,431
11	34,409
12	34,000
13	31,668
14	30,000
AVERAGE	37,125

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	42,000
2	31,710
3	31,217
4	30,574
5	24,500
6	22,769
7	21,879
8	17,215
AVERAGE	27,733

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	53,920
2	45,000
3	44,114
4	42,240
5	37,409
6	35,719
7	35,578
8	35,280
9	34,440
10	34,344
11	33,990
12	31,636
13	31,077
14	27,911
15	27,500
16	26,312
17	23,650
18	21,509
AVERAGE	34,535

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	44,635
2	42,288
3	39,558
4	38,834
5	37,789
6	37,000
7	36,144
8	34,866
9	34,551
10	31,610
11	31,572
12	31,539
13	29,222
14	28,708
15	27,225
16	27,144
17	20,484
AVERAGE	33,716

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	37,569
2	37,000
3	35,400
4	35,004
5	34,431
6	32,203
7	31,966
8	31,500
9	30,871
10	30,700
11	30,563
12	30,180
13	30,000
14	28,288
15	27,743
16	26,763
17	26,001
18	25,429
19	25,166
20	22,089
21	21,895
22	20,072
AVERAGE	29,583

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	43,612
2	41,764
3	39,699
4	37,380
5	35,000
6	34,800
7	32,046
8	31,335
9	30,620
10	29,848
11	29,062
12	28,155
13	27,705
14	27,531
15	27,500
16	24,766
17	24,026
18	23,678
19	21,024
20	20,500
AVERAGE	30,503

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	64,241
2	62,000
3	57,650
4	53,800
5	53,256
6	52,228
7	52,212
8	50,512
9	48,501
10	42,531
11	36,000
12	22,320
13	21,540
14	20,484
15	15,274
AVERAGE	43,503

TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	70,296
2	63,939
3	48,300
4	46,867
AVERAGE	57,351

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(61,800)
2	60,000
3	59,298
4	57,986
5	55,043
6	55,000
7	(53,240)
8	50,000
9	49,668
10	49,203
AVERAGE	55,124

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	60,000
2	56,000
3	42,600
4	42,100
5	41,500
6	40,875
7	31,479
8	30,482
AVERAGE	43,129

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	59,443
2	50,000
3	47,700
4	42,000
5	39,700
6	37,869
7	37,800
8	37,500
9	36,393
10	36,153
11	34,676
12	34,440
13	30,000
14	28,332
15	25,662
16	17,822
17	17,000
AVERAGE	36,029

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	60,000
2	41,400
3	39,500
4	39,252
5	38,000
6	37,131
7	29,963
AVERAGE	40,749

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	47,130
2	45,840
3	45,500
4	44,920
5	44,000
6	43,383
7	42,040
8	41,448
9	41,030
10	41,024
11	39,976
12	38,600
13	37,283
14	37,000
15	35,319
16	35,172
17	35,097
18	32,295
19	32,000
20	30,352
21	29,811
22	29,147
23	25,320
AVERAGE	37,986

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	38,700
2	37,874
3	33,515
4	33,348
5	31,932
6	31,850
7	31,392
8	31,262
9	28,500
10	28,004
11	28,000
12	27,840
13	27,114
14	26,652
15	25,824
16	25,489
17	24,000
18	21,092
AVERAGE	29,577

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	45,480
2	44,000
3	40,316
4	36,500
5	34,565
6	33,583
7	33,000
8	32,135
9	31,500
10	31,324
11	30,750
12	26,000
13	25,741
14	24,000
15	22,870
16	19,052
AVERAGE	31,926

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	62,720
2	62,400
3	52,711
4	48,750
5	32,500
AVERAGE	51,816

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	59,100
2	41,148
3	39,435
4	35,709
AVERAGE	43,848

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	58,000
2	49,668
3	49,400
4	47,916
AVERAGE	51,246

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	52,000
2	49,780
3	49,050
4	46,800
5	45,908
6	45,072
7	44,000
8	38,500
9	38,157
10	(37,750)
11	37,148
12	37,000
13	36,500
14	33,664
15	31,800
16	31,049
17	23,119
AVERAGE	39,841

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,000
2	40,000
3	34,622
4	33,000
5	32,104
6	31,562
7	29,500
8	28,680
9	27,900
10	25,000
11	24,432
12	24,216
13	23,100
14	18,020
15	16,000
16	15,780
AVERAGE	28,370

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	62,544
2	53,502
3	53,016
AVERAGE	56,354

TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	72,000
2	(66,000)
3	65,500
AVERAGE	67,833

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	65,000
2	57,624
3	55,000
4	49,760
5	48,007
6	45,000
7	42,369
8	41,600
9	39,460
10	39,000
11	34,000
12	33,636
13	32,648
14	31,600
15	30,120
16	28,683
17	28,452
18	26,950
AVERAGE	40,495

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	40,702
2	39,532
3	39,500
4	37,730
5	37,342
6	37,000
7	36,491
8	35,385
9	33,664
10	(32,634)
11	31,500
12	31,000
13	30,320
14	27,545
15	20,940
AVERAGE	34,086

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	68,000
2	62,400
3	61,000
4	60,202
5	59,881
6	48,600
7	46,288
8	44,991
9	36,820
AVERAGE	54,242

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	60,000
2	52,800
3	52,330
4	49,600
5	48,150
6	47,428
7	45,500
8	45,035
AVERAGE	50,105

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	62,000
2	60,949
3	56,759
4	56,337
5	56,004
6	54,500
7	54,500
8	50,750
9	48,036
10	46,406
11	45,470
12	(36,000)
AVERAGE	52,309

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	70,050
2	68,352
3	66,000
4	60,065
5	60,000
6	59,500
7	59,000
8	56,988
9	56,800
10	56,337
11	53,995
12	53,729
13	50,000
14	49,863
15	48,150
16	46,932
17	46,749
18	46,480
19	45,026
20	45,000
AVERAGE	54,951

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(59,443)
2	58,491
3	51,073
4	49,415
5	48,456
6	46,010
7	44,646
8	42,814
9	42,000
10	35,326
11	33,000
12	30,750
13	28,348
14	27,768
15	25,500
16	24,101
17	18,180
18	17,385
AVERAGE	37,928

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY
1	66,000
2	60,000
3	46,746
AVERAGE	57,582

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	66,000
2	64,465
3	62,000
4	57,000
5	56,000
6	53,004
7	52,600
8	50,600
9	49,574
10	49,415
11	48,600
12	48,500
13	47,391
14	46,000
15	45,026
16	42,888
17	42,814
18	34,533
19	30,600
AVERAGE	49,843

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	82,796
2	74,220
3	72,000
4	63,095
5	62,500
6	60,996
7	57,000
8	53,652
9	52,000
10	52,000
11	50,750
12	50,041
13	49,363
14	46,746
15	45,000
16	(39,250)
17	33,150
AVERAGE	55,562

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	62,000
2	49,899
3	48,442
4	47,467
5	45,000
6	43,054
7	36,841
AVERAGE	47,529

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	54,324
2	48,613
3	45,001
AVERAGE	49,313

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	67,500
2	61,000
3	57,600
4	57,333
5	55,000
6	54,663
7	54,000
8	53,096
9	52,250
10	48,613
11	47,340
12	46,710
13	46,550
14	44,500
15	43,342
16	42,814
17	41,000
AVERAGE	51,371

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	48,509
2	43,196
3	40,000
4	38,800
5	38,196
6	37,130
7	35,978
8	25,249
9	24,000
AVERAGE	36,784

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	55,000
2	54,000
3	48,400
4	42,080
5	40,146
6	40,000
7	31,272
8	27,161
AVERAGE	42,257

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	65,000
2	54,612
3	(36,000)
AVERAGE	51,871

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	58,000
2	52,240
3	43,333
4	37,347
5	31,700
AVERAGE	44,524

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	85,476
2	80,000
3	74,000
4	60,000
5	55,000
6	55,000
AVERAGE	68,246

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	66,000
2	62,070
3	58,000
4	54,164
5	51,042
6	50,000
7	48,442
8	42,814
9	40,797
AVERAGE	52,592

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	54,000
2	47,000
3	46,375
4	42,305
5	32,009
AVERAGE	44,338

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	51,916
2	50,000
3	47,250
4	40,000
5	39,766
6	34,402
7	34,070
8	24,500
AVERAGE	40,238

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	59,500
2	54,600
3	53,600
4	49,000
5	45,500
6	36,820
7	31,399
8	26,952
AVERAGE	44,671

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	68,000
2	63,552
3	49,000
4	45,026
AVERAGE	56,395

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	69,280
2	65,000
3	58,294
4	57,635
5	48,442
6	45,026
7	42,814
8	(39,250)
AVERAGE	53,218

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	66,296
2	51,000
3	45,824
4	44,667
AVERAGE	51,947

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	58,800
2	55,000
3	53,722
4	48,941
5	43,480
6	40,281
AVERAGE	50,037

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	63,700
2	57,000
3	49,428
4	48,400
5	44,667
6	38,929
7	28,976
AVERAGE	47,300

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	66,500
2	64,950
3	60,000
AVERAGE	63,817

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS -DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
Univeristy of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	79,700
2	72,500
3	70,000
4	69,600
5	68,508
6	65,700
7	65,000
8	64,971
9	64,970
10	59,000
11	56,000
12	48,484
13	46,619
AVERAGE	63,927

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	64,000
2	63,000
3	62,700
4	57,550
5	57,000
6	57,000
7	55,000
8	52,000
9	50,700
10	48,949
11	46,750
12	43,450
13	(43,066)
AVERAGE	53,936

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	53,000
2	49,000
3	48,600
4	46,844
5	43,500
6	42,420
7	42,420
8	42,000
9	39,600
10	38,500
11	35,750
12	35,045
13	27,005
AVERAGE	41,822

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	38,300
2	33,100
3	32,172
4	(30,025)
5	28,850
6	27,600
7	26,000
8	24,400
9	23,716
10	23,200
11	17,766
AVERAGE	27,739

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	54,624
2	51,000
3	47,000
4	42,919
5	42,000
6	38,979
7	37,140
8	36,327
9	36,000
10	34,095
11	31,550
12	30,538
13	30,223
AVERAGE	39,415

TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	66,948
2	61,500
3	56,000
4	53,240
5	53,240
6	51,895
7	51,800
8	42,271
9	36,150
AVERAGE	52,560

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	45,665
2	43,000
3	42,200
4	41,400
5	39,000
6	37,500
7	37,296
8	37,000
9	34,896
10	31,147
11	31,000
12	30,026
13	29,500
14	27,500
AVERAGE	36,224

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	37,100
2	34,000
3	27,600
AVERAGE	32,900

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	39,000
2	30,250
3	28,200
4	27,200
AVERAGE	31,163

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	32,800
2	29,412
3	27,760
4	22,908
5	20,800
6	19,786
7	16,400
AVERAGE	24,279

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	51,756
2	46,000
3	39,400
4	39,100
5	37,500
6	37,500
7	33,200
8	27,341
AVERAGE	38,975

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	38,500
2	38,300
3	37,500
4	37,083
5	34,900
6	33,264
7	31,450
8	(30,025)
9	29,700
10	29,300
11	28,400
12	24,750
13	21,400
AVERAGE	31,890

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	56,500
2	49,400
3	49,008
4	47,130
5	46,000
6	45,000
7	43,000
8	42,771
9	31,737
AVERAGE	45,616

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,430
2	38,100
3	34,752
4	34,750
5	34,000
6	30,494
7	29,286
AVERAGE	35,830

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(41,940)
2	38,370
3	35,300
4	33,335
5	32,000
6	30,000
7	29,300
8	(27,238)
9	26,000
10	25,680
11	25,500
12	25,058
AVERAGE	30,810

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(41,940)
2	40,392
3	37,890
4	34,634
5	34,600
6	34,000
7	31,321
8	29,750
9	29,042
10	(27,238)
11	26,000
AVERAGE	33,346

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	35,800
2	34,677
3	32,640
4	32,200
5	31,644
6	31,000
7	30,856
8	30,017
9	29,400
10	28,100
11	26,064
12	25,038
13	21,739
14	20,446
AVERAGE	29,237

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	43,000
2	35,426
3	34,700
4	31,644
5	31,644
6	31,622
7	30,072
8	29,303
9	25,440
10	25,000
11	24,976
12	24,000
13	15,355
AVERAGE	29,399

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	82,497
2	74,100
3	55,300
4	50,061
5	50,038
6	46,700
7	45,746
8	38,434
9	36,640
10	36,557
AVERAGE	51,607

TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	57,700
2	57,456
3	48,000
4	44,305
5	42,500
AVERAGE	49,992

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	51,500
2	44,136
3	38,850
AVERAGE	44,829

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	45,108
2	39,000
3	34,400
4	21,800
AVERAGE	35,077

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	45,736
2	40,000
3	38,000
4	35,127
5	32,950
6	28,700
AVERAGE	36,752

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	44,600
2	44,484
3	39,000
4	38,300
5	36,000
6	36,000
AVERAGE	39,731

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	44,400
2	43,000
3	41,000
4	40,446
5	38,772
6	37,125
7	37,063
8	36,648
9	35,448
10	34,787
11	32,000
12	31,200
13	25,710
AVERAGE	36,738

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	37,800
2	35,500
3	33,300
4	30,094
5	24,500
6	21,900
7	19,614
AVERAGE	28,958

TABLE II (Continued)
—DENVER REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	40,500
2	38,850
3	38,500
4	36,108
5	33,350
6	30,720
7	28,800
8	28,500
AVERAGE	34,416

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	37,000
2	32,500
3	31,546
4	21,136
AVERAGE	30,546

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	42,372
2	41,000
3	40,000
4	38,000
5	32,891
6	28,050
AVERAGE	37,052

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	40,000
2	39,000
3	32,500
4	29,316
5	24,199
6	22,470
7	22,000
AVERAGE	29,926

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	55,500
2	51,700
3	50,016
4	46,000
5	39,300
AVERAGE	48,503

TABLE II (Continued)
—DENVER REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	58,000
2	57,240
3	51,900
4	49,500
5	48,708
AVERAGE	53,070

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	44,000
2	41,049
3	35,902
4	35,616
5	35,500
6	35,100
7	34,500
8	30,000
9	28,704
AVERAGE	35,597

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	40,536
2	37,600
3	34,200
4	33,700
5	31,700
6	29,000
7	25,468
8	25,250
AVERAGE	32,182

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	59,040
2	53,000
3	53,000
4	49,300
5	48,158
6	40,950
AVERAGE	50,575

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	42,297
2	41,870
3	38,700
AVERAGE	40,956

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	59,808
2	56,000
3	55,600
4	50,000
5	49,600
6	47,400
7	46,200
8	43,209
9	42,519
10	40,350
AVERAGE	49,069

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	58,930
2	57,324
3	54,400
4	54,060
5	52,000
6	51,000
7	49,750
8	48,500
9	43,576
10	42,591
11	41,800
AVERAGE	50,357

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	55,500
2	48,400
3	45,096
4	42,600
5	42,500
6	42,065
7	36,600
8	35,637
9	35,465
10	34,000
11	30,067
AVERAGE	40,721

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	54,400
2	53,650
3	53,004
4	50,845
5	50,000
6	49,600
7	49,300
8	44,900
9	42,519
10	39,211
11	37,514
12	37,500
AVERAGE	46,870

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	65,000
2	62,700
3	59,364
4	58,634
5	56,300
6	52,230
7	50,800
8	48,000
9	47,500
10	(43,066)
11	36,050
AVERAGE	52,695

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	44,700
2	44,200
3	40,964
4	33,500
AVERAGE	40,841

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	51,300
2	50,000
3	47,076
4	47,000
5	43,132
6	42,800
7	42,400
8	39,261
9	35,000
AVERAGE	44,219

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	52,700
2	49,880
3	45,600
4	37,500
AVERAGE	46,420

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	50,360
2	47,200
3	41,000
4	34,750
AVERAGE	43,328

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	66,570
2	65,000
3	62,000
4	58,764
5	48,410
6	47,750
AVERAGE	58,082

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	88,296
2	85,800
3	67,625
AVERAGE	80,574

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	53,750
2	47,602
3	36,300
AVERAGE	45,884

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	53,250
2	51,000
3	47,000
4	43,000
5	42,050
6	33,310
AVERAGE	44,935

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	62,973
2	51,180
3	49,500
4	49,000
5	42,132
6	37,550
AVERAGE	48,723

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	58,000
2	54,800
3	50,570
AVERAGE	54,457

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	54,990
2	49,000
3	36,150
AVERAGE	46,713

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The twelve participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	82,500
2	82,500
3	74,000
4	71,000
5	67,740
6	66,500
7	64,900
8	62,000
9	60,000
10	57,500
11	56,000
AVERAGE	67,695

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	68,200
2	61,200
3	59,000
4	57,300
5	55,100
6	52,500
7	52,000
8	48,350
AVERAGE	56,706

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	64,440
2	59,500
3	55,000
AVERAGE	59,647

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	53,250
2	52,900
3	52,700
4	50,500
5	48,240
6	46,020
7	44,400
8	43,500
9	42,200
10	37,000
11	35,000
12	34,375
AVERAGE	44,999

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	44,235
2	35,000
3	34,140
4	(32,000)
5	31,000
6	30,000
7	26,900
8	24,500
9	23,476
10	20,000
AVERAGE	30,125

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	60,528
2	50,520
3	49,500
4	42,000
5	41,000
6	39,520
7	37,800
8	33,519
9	33,000
10	31,199
AVERAGE	41,859

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	60,800
2	59,600
3	52,430
4	52,250
5	51,000
6	50,200
7	49,680
8	47,400
9	45,900
10	45,500
11	44,000
AVERAGE	50,796

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	49,150
2	41,580
3	41,000
4	40,000
5	38,875
6	36,400
7	32,250
8	28,500
AVERAGE	38,469

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(52,700)
2	41,500
3	38,500
AVERAGE	44,233

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	51,600
2	36,000
3	34,250
4	33,500
AVERAGE	38,838

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	31,800
2	29,500
3	28,300
4	24,490
5	23,500
AVERAGE	27,518

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(52,700)
2	42,120
3	35,000
4	34,500
5	33,100
6	31,225
7	26,350
8	26,300
9	25,800
10	24,500
AVERAGE	33,160

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	41,600
2	41,200
3	35,000
4	34,400
5	33,420
6	32,952
7	32,700
8	30,200
9	29,100
10	28,000
11	25,400
12	24,500
AVERAGE	32,373

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	59,103
2	57,600
3	53,700
4	52,800
5	52,440
6	52,200
7	51,500
8	47,000
9	47,000
10	46,900
AVERAGE	52,024

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	40,620
2	40,000
3	38,500
4	38,200
5	34,100
6	33,750
AVERAGE	37,528

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	32,200
2	28,800
3	23,420
4	18,000
AVERAGE	25,605

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(40,500)
2	34,200
3	33,660
4	32,675
5	32,500
6	31,400
7	31,020
8	28,250
9	25,000
AVERAGE	32,134

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	42,600
2	41,100
3	39,250
4	37,900
5	35,700
6	35,300
7	33,875
8	33,660
9	31,400
10	31,300
11	31,020
12	28,050
AVERAGE	35,096

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(40,500)
2	35,220
3	30,700
4	30,500
5	30,000
6	29,600
7	29,400
8	28,100
9	26,800
10	26,650
11	22,680
12	15,375
AVERAGE	28,794

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,850
2	47,000
3	40,000
4	37,500
5	34,000
6	33,780
7	33,500
8	32,000
9	24,500
AVERAGE	36,681

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	69,100
2	58,200
3	57,000
4	55,100
5	51,000
6	44,000
7	33,000
8	16,955
AVERAGE	48,044

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	47,500
2	42,000
3	41,000
4	38,000
5	34,000
6	33,000
7	28,000
AVERAGE	37,643

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	(44,000)
2	44,000
3	42,650
4	39,958
5	37,380
6	28,672
AVERAGE	39,443

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	49,580
2	48,000
3	42,600
4	36,500
5	36,200
6	35,750
7	33,500
8	32,600
9	29,500
AVERAGE	38,248

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	34,000
2	30,800
3	25,392
4	24,600
5	18,100
6	17,577
AVERAGE	25,078

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	49,000
2	33,563
3	30,750
4	30,000
5	25,000
6	21,093
AVERAGE	31,568

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	48,436
2	46,000
3	38,600
4	33,600
5	28,100
AVERAGE	38,947

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(56,100)
2	54,000
3	42,000
4	(41,500)
AVERAGE	48,400

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	52,980
2	44,820
3	(35,750)
4	30,000
5	22,000
AVERAGE	37,110

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	45,413
2	41,600
3	40,000
4	39,500
5	38,000
6	(35,750)
7	35,500
8	35,300
9	26,600
AVERAGE	37,518

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	66,300
2	63,370
3	60,000
4	53,500
AVERAGE	60,793

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	44,000
2	43,000
3	30,000
4	25,000
5	23,065
6	22,890
AVERAGE	31,326

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	51,600
2	46,040
3	(44,000)
4	43,000
5	40,600
6	38,400
7	32,800
8	31,000
AVERAGE	40,893

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	63,100
2	59,100
3	56,500
4	56,000
AVERAGE	58,675

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	55,700
2	52,100
3	52,020
4	47,000
AVERAGE	51,705

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	63,100
2	58,500
3	54,780
4	54,300
5	52,600
6	51,000
7	(50,800)
8	50,150
9	48,000
AVERAGE	53,692

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	64,000
2	62,000
3	56,500
4	55,000
5	52,000
6	51,180
7	50,200
8	47,686
9	47,500
10	45,100
AVERAGE	53,117

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	57,200
2	52,000
3	51,000
4	51,000
5	44,000
6	43,560
7	42,650
8	40,700
9	37,125
10	36,100
AVERAGE	45,534

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	58,000
2	56,500
3	55,200
4	53,600
5	50,280
6	49,500
7	49,000
8	49,000
9	48,400
10	47,300
11	44,000
AVERAGE	50,980

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	64,000
2	63,100
3	62,000
4	55,050
5	54,780
6	53,500
7	50,000
8	50,000
AVERAGE	56,554

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	53,040
2	51,500
3	50,500
4	50,000
5	49,300
6	49,000
7	45,600
8	44,500
9	42,900
AVERAGE	48,482

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	56,400
2	52,700
3	51,060
4	47,500
AVERAGE	51,915

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	54,750
2	49,250
3	48,500
4	42,500
AVERAGE	48,750

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	67,000
2	64,500
3	57,000
4	54,500
5	53,750
AVERAGE	59,350

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	63,000
2	(50,800)
3	50,100
AVERAGE	54,633

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	60,000
2	51,625
3	44,000
AVERAGE	51,875

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	58,000
2	44,750
3	40,000
AVERAGE	47,583

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	59,200
2	54,780
3	40,400
AVERAGE	51,460

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The nine participating universities from these combined regions are:

State University of New York at Albany
State University of New York at Binghampton
State University of New York at Buffalo
State University of New York at Stony Brook
University of Lowell
University of Maine at Orono
University of Massachusetts at Amherst
University of New Hampshire
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	70,000
2	65,414
3	60,351
4	60,315
5	60,315
6	60,315
7	57,886
8	53,000
9	51,000
AVERAGE	59,844

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(61,950)
2	60,000
3	59,278
4	55,400
5	55,400
6	49,000
7	48,260
8	45,985
AVERAGE	54,409

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	45,422
2	44,416
3	44,000
4	42,960
5	42,900
6	41,730
7	36,796
8	31,334
AVERAGE	41,196

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	36,923
2	36,796
3	31,121
4	30,000
5	30,000
6	27,320
7	26,353
AVERAGE	31,216

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	49,228
2	49,000
3	44,000
4	42,265
5	39,346
6	38,985
7	36,796
AVERAGE	42,803

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	52,630
2	51,475
3	51,474
4	51,130
5	48,722
6	48,000
7	46,804
8	41,656
AVERAGE	48,986

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	43,176
2	41,721
3	40,715
4	39,500
5	36,796
6	35,599
7	32,781
AVERAGE	38,613

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	33,676
2	28,240
3	25,055
4	23,372
AVERAGE	27,586

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	36,796
2	33,609
3	32,748
4	31,449
5	26,500
6	24,449
AVERAGE	30,925

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	41,500
2	36,190
3	34,199
4	33,349
5	33,341
6	32,667
7	30,477
8	30,348
AVERAGE	34,009

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	39,900
2	38,333
3	36,796
4	35,649
5	35,465
6	34,207
7	30,084
8	28,330
9	23,214
AVERAGE	33,553

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	52,630
2	52,498
3	45,154
4	45,000
5	43,291
6	41,799
AVERAGE	46,729

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	44,200
2	42,972
3	37,970
4	36,796
5	32,649
6	31,570
AVERAGE	37,693

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	36,495
2	36,224
3	36,000
4	34,600
5	34,340
6	33,230
7	32,644
8	29,800
9	25,959
AVERAGE	33,255

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	33,530
2	32,652
3	30,200
4	30,000
5	29,953
6	29,406
7	28,528
8	27,000
9	26,304
AVERAGE	29,730

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	33,597
2	32,732
3	31,240
4	30,627
5	30,000
6	30,000
7	28,553
8	27,264
9	25,737
AVERAGE	29,972

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	31,954
2	31,575
3	31,560
4	31,350
5	30,290
6	29,571
7	29,388
8	20,946
9	19,816
AVERAGE	28,272

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	52,184
2	49,987
3	47,680
4	45,663
5	45,215
6	42,692
7	42,211
8	22,349
AVERAGE	43,498

TABLE II (Continued)

—NEW YORK AND BOSTON REGIONS—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	51,500
2	51,475
3	47,000
4	41,500
AVERAGE	47,869

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	41,500
2	41,165
3	41,000
4	39,800
5	35,464
6	35,244
7	33,683
8	32,259
AVERAGE	37,514

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	46,059
2	36,796
3	36,433
AVERAGE	39,763

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	43,253
2	40,750
3	38,870
4	37,820
5	37,384
6	36,796
7	34,850
8	34,168
9	29,139
AVERAGE	37,003

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	36,547
2	33,326
3	30,000
4	29,614
5	27,497
6	27,106
7	26,750
8	21,750
AVERAGE	29,074

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	38,323
2	36,059
3	35,489
4	34,356
5	34,267
6	24,061
7	22,257
AVERAGE	32,116

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,617
2	(33,659)
3	32,141
AVERAGE	33,472

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	48,400
2	37,990
3	35,628
4	(33,659)
5	28,275
AVERAGE	36,790

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	32,270
2	29,339
3	25,274
4	22,259
5	22,000
6	19,386
7	18,500
AVERAGE	24,147

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	51,000
2	48,000
3	47,000
4	46,110
AVERAGE	48,028

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	43,060
2	36,796
3	34,181
4	34,000
5	33,880
6	32,002
7	26,019
8	25,585
AVERAGE	33,190

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	34,186
2	33,733
3	30,896
4	30,424
5	29,000
6	27,710
7	26,994
AVERAGE	30,420

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	49,700
2	45,630
3	38,998
AVERAGE	44,776

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	56,000
2	52,625
3	47,000
4	42,510
AVERAGE	49,534

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	53,920
2	52,630
3	50,000
4	45,500
5	44,940
6	43,000
7	39,238
8	33,432
AVERAGE	45,333

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	45,508
2	41,490
3	40,100
4	36,796
5	36,540
6	34,087
7	31,800
AVERAGE	38,046

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	50,770
2	50,500
3	50,000
4	49,804
5	38,502
6	36,524
AVERAGE	46,017

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	54,445
2	52,544
3	52,000
4	48,530
5	41,674
6	40,500
7	38,399
AVERAGE	46,870

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	54,445
2	53,682
3	47,000
4	46,000
5	39,139
6	35,000
AVERAGE	45,879

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	51,820
2	41,160
3	40,000
4	38,000
5	28,067
AVERAGE	39,809

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	77,652
2	68,601
3	64,315
4	55,500
AVERAGE	66,517

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	48,691
2	47,500
3	45,748
4	43,998
5	41,679
AVERAGE	45,523

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	56,020
2	44,576
3	38,009
AVERAGE	46,202

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	53,920
2	50,290
3	50,083
4	31,766
AVERAGE	46,515

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	48,114
2	46,622
3	44,009
AVERAGE	46,248

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	52,488
2	49,731
3	38,646
4	28,511
AVERAGE	42,219

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William & Mary
Indiana University of Pennsylvania
Temple University
University of Delaware
University of Maryland at Baltimore
University of Maryland-Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	95,000
2	84,660
3	74,175
4	74,175
5	72,000
6	64,500
7	64,260
8	60,180
9	58,750
AVERAGE	71,967

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	75,000
2	71,500
3	(64,850)
4	58,980
5	55,000
6	54,800
7	54,450
8	(44,186)
AVERAGE	59,846

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	75,000
2	74,000
3	67,500
4	(64,850)
5	(44,186)
6	32,832
AVERAGE	59,728

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	51,200
2	49,032
3	48,000
4	46,000
5	45,500
6	44,362
7	44,200
8	40,700
9	37,907
10	37,500
11	36,275
AVERAGE	43,698

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	36,800
2	31,482
3	31,207
4	28,548
5	27,800
6	26,106
7	25,600
8	23,300
9	22,300
10	21,844
11	20,636
AVERAGE	26,875

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	59,500
2	50,200
3	48,600
4	48,000
5	43,200
6	43,000
7	41,600
8	41,000
9	40,000
10	36,744
11	30,729
AVERAGE	43,870

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(70,000)
2	65,000
3	55,000
4	54,000
5	44,538
6	44,100
AVERAGE	55,440

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	48,120
2	45,350
3	38,990
4	38,990
5	36,300
6	34,700
7	34,107
8	30,729
9	22,847
AVERAGE	36,681

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(70,000)
2	56,000
3	32,624
4	23,882
5	23,882
AVERAGE	41,278

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	50,224
2	42,500
3	38,990
4	33,199
5	30,192
AVERAGE	39,021

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	38,990
2	38,990
3	35,665
4	35,000
5	32,000
6	30,960
7	30,311
8	29,000
AVERAGE	33,865

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	38,990
2	38,800
3	36,600
4	36,135
5	35,350
6	35,200
7	34,107
8	33,936
9	32,624
10	32,400
11	25,761
AVERAGE	34,509

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,500
2	43,000
3	42,900
4	38,990
5	38,990
6	37,289
7	36,450
8	33,730
9	31,750
10	31,207
11	29,457
AVERAGE	37,388

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	54,000
2	54,000
3	51,000
4	49,900
5	45,000
6	44,300
7	42,445
8	37,800
AVERAGE	47,306

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,000
2	37,907
3	36,000
4	35,700
5	35,100
6	33,200
AVERAGE	37,818

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	39,800
2	28,130
3	24,556
4	23,679
5	22,200
6	21,300
AVERAGE	26,611

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	40,000
2	38,364
3	37,907
4	37,500
5	36,157
6	35,500
7	33,000
8	31,700
9	(31,453)
10	30,000
AVERAGE	35,158

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	42,018
2	36,450
3	33,000
4	33,000
5	(31,453)
6	30,600
7	27,800
8	27,715
9	24,690
AVERAGE	31,859

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	34,500
2	32,850
3	31,000
4	30,165
5	30,088
6	29,966
7	29,700
8	29,600
9	28,550
10	28,000
11	24,406
AVERAGE	29,893

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	38,109
2	34,653
3	33,750
4	32,600
5	30,120
6	26,733
7	25,400
8	24,972
9	22,847
10	22,630
11	21,000
AVERAGE	28,438

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	57,813
2	53,000
3	51,315
4	50,936
5	50,936
6	49,800
7	49,199
8	42,895
9	30,000
AVERAGE	48,433

TABLE II (Continued)
—PHILADELPHIA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	74,000
2	67,000
3	48,084
AVERAGE	63,028

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	62,500
2	57,000
3	55,332
4	49,300
5	41,320
6	39,003
AVERAGE	50,743

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	62,000
2	57,700
3	55,800
4	45,000
5	41,000
6	35,000
7	32,000
AVERAGE	46,929

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	48,000
2	43,850
3	43,300
4	41,000
5	38,600
6	34,300
7	34,300
8	34,100
9	30,729
10	27,000
AVERAGE	37,518

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	50,500
2	38,400
3	36,200
4	34,356
5	33,000
6	(30,729)
7	27,574
8	27,305
AVERAGE	34,758

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	47,500
2	43,600
3	43,200
4	39,000
5	38,000
6	33,500
7	33,264
8	31,707
9	31,207
10	(30,729)
AVERAGE	37,121

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	48,000
2	40,500
3	35,400
4	35,000
5	(30,729)
6	30,500
7	26,504
8	26,106
9	25,000
10	21,844
AVERAGE	31,958

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	56,000
2	40,500
3	34,500
4	28,549
5	28,500
6	22,489
AVERAGE	35,090

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	46,732
2	40,000
3	36,650
4	35,700
5	31,207
6	31,000
7	29,600
8	28,400
AVERAGE	34,911

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	65,000
2	60,000
3	50,800
4	48,200
AVERAGE	56,000

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	43,367
2	42,500
3	41,450
4	39,531
5	32,500
6	30,000
7	29,652
AVERAGE	37,000

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	35,076
2	33,400
3	32,896
4	31,207
5	20,636
AVERAGE	30,643

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	52,000
2	51,500
3	47,700
4	(38,500)
5	36,000
6	31,092
7	30,000
8	26,795
9	24,626
AVERAGE	37,579

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	49,519
2	48,500
3	38,600
4	35,600
5	32,000
6	31,207
7	30,372
AVERAGE	37,971

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	61,500
2	56,500
3	51,828
4	50,000
AVERAGE	54,957

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	60,200
2	49,400
3	40,000
AVERAGE	49,867

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	70,000
2	61,000
3	(57,900)
4	56,700
5	52,600
6	48,900
7	48,000
8	46,776
9	42,152
AVERAGE	53,781

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	60,000
2	58,000
3	53,472
4	51,700
5	50,700
6	46,800
7	46,500
8	42,152
AVERAGE	51,166

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	52,100
2	49,750
3	49,302
4	48,000
5	45,900
6	42,152
7	37,800
AVERAGE	46,442

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	68,000
2	67,646
3	64,719
AVERAGE	66,788

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	59,500
2	55,000
3	55,000
4	54,468
5	53,650
6	50,600
7	46,700
8	42,152
AVERAGE	52,134

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	69,400
2	65,500
3	56,750
4	55,000
5	51,816
6	51,800
AVERAGE	58,378

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	52,200
2	50,000
3	44,160
4	42,152
AVERAGE	47,128

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	64,000
2	60,500
3	55,000
4	49,800
5	46,900
6	44,572
7	43,000
8	38,620
AVERAGE	50,299

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	58,000
2	55,000
3	49,014
4	42,750
5	42,152
6	38,268
AVERAGE	47,531

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	49,727
2	49,500
3	42,152
AVERAGE	47,126

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	55,000
2	50,900
3	48,728
AVERAGE	51,543

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	76,000
2	70,000
3	65,000
4	63,200
5	58,932
AVERAGE	66,626

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	(118,000)
2	106,000
3	99,597
4	82,850
5	60,996
AVERAGE	93,489

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	56,600
2	54,000
3	50,000
4	44,616
5	32,470
AVERAGE	47,537

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	58,658
2	52,900
3	50,600
4	41,796
AVERAGE	50,989

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	57,000
2	55,566
3	53,900
4	48,587
AVERAGE	53,763

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The seven participating universities from this region are as follows:

Northern Arizona University
University of Arizona
University of California at Davis
University of California at Riverside
University of California at Santa Cruz
University of Nevada at Las Vegas
University of Nevada at Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	82,500
2	74,000
3	72,500
4	72,500
5	69,800
6	54,150
7	54,150
AVERAGE	68,514

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(66,000)
2	65,500
3	58,000
4	53,118
5	52,998
AVERAGE	59,123

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	60,500
2	55,000
3	52,000
4	50,600
5	48,095
6	45,878
7	44,495
AVERAGE	50,938

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	(66,000)
2	38,280
3	36,000
4	35,336
5	29,200
6	27,750
AVERAGE	38,761

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	53,700
2	53,226
3	45,900
4	45,500
5	44,620
AVERAGE	48,589

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(58,400)
2	58,240
3	57,300
4	52,044
5	51,943
AVERAGE	55,585

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	63,000
2	48,300
3	44,600
4	43,700
5	42,190
6	42,190
7	41,600
AVERAGE	46,511

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	42,500
2	40,400
3	33,500
AVERAGE	38,800

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	40,900
2	39,500
3	35,000
AVERAGE	38,467

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	52,000
2	47,400
3	41,900
4	37,355
5	37,000
AVERAGE	43,131

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	(51,700)
2	49,950
3	49,800
4	45,100
5	37,580
6	35,500
7	35,275
AVERAGE	43,558

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	63,000
2	62,316
3	52,500
4	51,900
AVERAGE	57,429

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	54,712
2	48,600
3	44,034
4	39,519
5	38,740
6	35,300
AVERAGE	43,401

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	53,293
2	(48,183)
3	43,800
4	43,500
5	35,268
6	34,000
7	23,906
AVERAGE	40,279

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	49,229
2	(48,183)
3	40,965
4	37,800
5	34,644
6	34,000
7	30,045
AVERAGE	39,267

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	37,371
2	36,700
3	35,300
4	34,806
5	34,814
6	34,453
7	34,000
AVERAGE	35,362

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	43,500
2	37,900
3	37,353
4	35,300
5	34,814
6	32,000
7	24,651
AVERAGE	35,074

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	72,247
2	63,200
3	62,460
4	57,483
5	56,035
6	45,000
AVERAGE	59,404

TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(71,000)
2	70,256
3	67,500
AVERAGE	69,585

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	64,000
2	60,100
3	50,600
AVERAGE	58,233

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	45,065
2	43,573
3	32,400
AVERAGE	40,346

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	52,500
2	52,000
3	47,400
4	35,000
5	26,000
AVERAGE	42,580

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	52,600
2	44,100
3	34,300
AVERAGE	43,667

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	55,304
2	49,300
3	46,300
4	45,300
5	40,346
6	40,000
7	38,502
AVERAGE	45,007

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	37,900
2	35,365
3	26,510
AVERAGE	33,258

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	39,733
2	33,600
3	33,600
4	31,253
AVERAGE	34,547

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	52,700
2	52,500
3	51,388
AVERAGE	52,196

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	50,500
2	37,700
3	37,700
4	36,150
5	30,000
AVERAGE	38,410

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	38,016
2	35,680
3	33,800
4	32,080
5	29,019
6	27,900
AVERAGE	32,749

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	62,500
2	51,634
3	47,700
AVERAGE	53,945

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	45,100
2	44,510
3	40,700
AVERAGE	43,437

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	71,600
2	62,500
3	56,600
4	51,634
AVERAGE	60,584

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	(66,100)
2	50,205
3	49,211
4	49,163
AVERAGE	53,670

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	59,080
2	58,100
3	52,000
4	51,260
5	50,572
AVERAGE	54,202

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(58,400)
2	47,038
3	46,840
4	46,400
5	36,557
AVERAGE	47,047

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	59,240
2	55,600
3	52,960
4	51,639
5	48,709
AVERAGE	53,630

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	62,220
2	61,300
3	52,000
4	50,467
AVERAGE	56,497

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	(66,100)
2	60,000
3	52,250
4	50,166
AVERAGE	57,129

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	60,040
2	57,300
3	55,600
4	51,162
5	48,226
AVERAGE	54,466

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/ RECREATION

RANK	SALARY
1	49,900
2	39,686
3	38,000
AVERAGE	42,529

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	(66,100)
2	58,500
3	35,575
AVERAGE	53,392

DEANS (DIRECTORS): JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	(55,700)
2	38,440
3	36,012
AVERAGE	43,384

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	100,000
2	85,000
3	80,352
4	62,500
AVERAGE	81,963

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	53,980
2	50,020
3	35,425
AVERAGE	46,475

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	49,900
2	46,900
3	45,350
AVERAGE	47,383

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	(55,700)
2	46,000
3	33,800
AVERAGE	45,167

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-TWO UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	82,888
2	80,904
3	65,052
4	65,052
5	65,052
6	57,115
7	54,142
AVERAGE	67,158

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	71,094
2	65,000
3	58,704
4	54,600
5	51,542
6	46,056
7	46,019
AVERAGE	56,145

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	65,042
2	51,500
3	45,856
4	44,600
5	44,520
6	43,555
7	35,016
AVERAGE	47,156

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	34,923
2	29,342
3	28,818
4	28,168
5	27,500
6	24,471
7	23,026
AVERAGE	28,035

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	51,700
2	43,028
3	40,296
4	39,749
5	37,012
6	31,153
AVERAGE	40,490

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	69,701
2	60,500
3	57,012
4	(54,500)
5	51,542
6	45,748
AVERAGE	56,651

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	51,501
2	39,782
3	38,251
4	31,404
AVERAGE	40,235

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	46,042
2	42,400
3	42,378
4	42,364
5	36,832
6	36,691
AVERAGE	41,118

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	35,156
2	30,888
3	29,364
4	24,012
AVERAGE	29,855

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,805
2	46,592
3	46,500
4	36,040
5	35,500
6	30,888
7	27,833
AVERAGE	38,594

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	52,770
2	38,500
3	32,400
4	32,400
5	32,400
6	27,207
7	26,016
AVERAGE	34,528

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	50,040
2	48,000
3	45,315
AVERAGE	47,785

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	62,275
2	50,000
3	41,071
4	38,089
5	36,228
6	26,225
AVERAGE	42,315

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	50,100
2	35,217
3	28,914
4	19,745
AVERAGE	33,494

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	43,742
2	(41,781)
3	39,050
4	(38,688)
5	34,021
6	29,369
7	28,084
AVERAGE	36,391

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	55,924
2	(41,781)
3	39,600
4	(38,688)
5	32,406
6	31,700
7	30,341
AVERAGE	38,634

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	44,429
2	36,000
3	35,158
4	33,758
5	31,363
6	29,307
7	26,037
AVERAGE	33,722

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	40,858
2	38,213
3	36,228
4	32,802
5	30,701
6	25,459
AVERAGE	34,044

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	53,578
2	50,045
3	50,004
4	50,003
5	47,500
6	47,171
AVERAGE	49,717

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	59,520
2	(54,500)
3	42,011
AVERAGE	52,010

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	45,926
2	40,000
3	28,800
4	28,168
5	25,575
AVERAGE	33,694

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	43,235
2	39,998
3	38,500
4	32,500
5	19,043
AVERAGE	34,655

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	39,074
2	(33,063)
3	30,826
AVERAGE	34,321

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	60,923
2	41,760
3	41,500
4	41,364
5	38,934
6	34,008
7	32,301
AVERAGE	41,541

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	44,429
2	34,306
3	31,690
4	26,629
5	25,461
AVERAGE	32,503

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	43,118
2	36,100
3	31,153
4	30,014
5	25,657
AVERAGE	33,208

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	50,000
2	43,426
3	42,400
4	36,130
5	35,016
6	31,811
AVERAGE	39,797

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	36,300
2	35,443
3	31,662
4	30,750
5	26,857
6	25,662
AVERAGE	31,112

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	58,400
2	56,149
3	45,498
AVERAGE	53,349

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	53,706
2	43,430
3	40,000
AVERAGE	45,712

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	58,427
2	44,000
3	36,156
4	34,507
5	(33,063)
6	29,033
AVERAGE	39,198

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	75,421
2	64,000
3	60,000
4	50,045
AVERAGE	62,367

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	68,994
2	61,000
3	47,648
4	47,000
AVERAGE	56,161

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	76,544
2	59,500
3	55,100
4	53,174
5	51,228
6	48,048
7	43,013
AVERAGE	55,230

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	47,600
2	39,802
3	31,967
AVERAGE	39,790

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	74,298
2	61,000
3	57,739
4	49,820
5	49,800
6	45,552
7	38,252
AVERAGE	53,780

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	73,034
2	60,000
3	55,400
4	50,045
5	44,626
6	39,067
AVERAGE	53,695

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	62,050
2	49,297
3	45,552
4	43,138
5	37,428
AVERAGE	47,493

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	52,533
2	49,600
3	43,235
4	41,059
AVERAGE	46,607

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	54,000
2	52,002
3	33,322
AVERAGE	46,441

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	50,750
2	40,000
3	36,018
AVERAGE	42,256

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	66,000
2	58,500
3	45,552
AVERAGE	56,684

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-ONE UNIVERSITY SYSTEMS
IN TWENTY-FOUR STATES

This table summarizes the data for thirty-one university systems in twenty-four states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University & Colleges
City University of New York System
Indiana University
Louisiana State University System
Montana University System
North Dakota State University
Oregon State System of Higher Education
Southern Illinois University
State University and Community College System of Tennessee
State University of New York System
State University System of Florida
Texas A & M University System
University of Alabama System
University of Arkansas System
University of California, Systemwide Administration
University of Colorado
University of Houston System
University of Illinois
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska
University of Nevada System
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	100,000
2	99,000
3	91,500
4	90,920
5	88,000
6	86,736
7	84,744
8	84,000
9	83,500
10	83,000
11	82,000
12	76,500
13	75,500
14	75,500
15	75,500
16	73,723
17	71,500
18	71,100
19	70,250
20	70,000
21	69,516
22	69,100
23	65,800
24	65,500
25	65,178
26	64,921
27	60,500
28	59,950
29	57,000
30	57,000
31	51,600
AVERAGE	74,809

ACADEMIC OFFICERS:
ASSOCIATE/ASSISTANT VICE PRESIDENT

RANK	SALARY
1	85,000
2	(48,800)
3	45,700
4	42,300
5	41,900
6	36,795
7	29,700
AVERAGE	47,171

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	73,716
2	(72,120)
3	72,000
4	69,500
5	69,100
6	62,000
7	62,000
8	61,100
9	60,300
10	59,171
11	59,000
12	57,550
13	54,307
14	54,180
15	51,500
16	51,400
17	50,800
18	50,256
19	50,000
20	49,000
21	47,960
AVERAGE	58,903

CHIEF OFFICER FOR
GRADUATE INSTRUCTION:
DEAN

RANK	SALARY
1	56,088
2	52,400
3	34,270
AVERAGE	47,586

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	84,351
2	(81,500)
3	80,000
4	77,076
5	74,500
6	70,323
7	64,424
8	60,910
9	60,400
10	59,706
11	59,200
12	(47,200)
AVERAGE	68,299

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	73,000
2	69,000
3	66,774
4	61,500
5	56,500
6	55,152
7	54,307
8	53,500
9	53,472
10	53,165
11	52,965
12	47,960
AVERAGE	58,108

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	63,000
2	59,900
3	48,500
4	48,311
5	42,500
6	40,500
7	40,000
8	39,500
9	39,000
10	36,684
11	36,120
12	35,700
13	35,127
14	34,095
15	33,000
AVERAGE	42,129

FINANCE OR BUSINESS OFFICERS:
VICE PRESIDENT/VICE
CHANCELLOR

RANK	SALARY
1	80,000
2	73,716
3	69,000
4	65,418
5	59,100
6	59,000
7	58,000
8	58,000
9	54,307
10	54,200
11	54,180
12	53,240
13	53,240
14	53,165
15	52,965
16	51,000
17	50,000
18	49,600
19	49,224
20	49,164
21	46,072
22	43,300
23	43,000
AVERAGE	55,604

FINANCE OR BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	65,418
2	56,088
3	55,288
4	51,391
5	50,568
6	50,400
7	(49,200)
8	48,500
9	47,676
10	45,000
11	40,200
12	38,006
13	36,000
14	34,700
15	34,000
AVERAGE	46,829

FINANCE OR BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	56,088
2	55,000
3	43,680
4	31,900
AVERAGE	46,667

FINANCE OR BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	(81,500)
2	65,000
3	53,500
4	49,641
5	48,000
6	48,000
7	47,460
8	45,950
9	45,420
10	(44,950)
11	43,500
12	42,042
13	40,583
14	40,000
15	39,686
16	38,500
17	37,400
18	37,200
19	35,280
20	34,896
AVERAGE	45,925

FINANCE OR BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	80,000
2	58,000
3	51,000
4	50,256
5	50,000
6	48,400
7	46,750
8	42,291
9	36,795
AVERAGE	51,499

FINANCE OR BUSINESS OFFICERS:
DIRECTOR/ASST VICE PRESIDENT

RANK	SALARY
1	(64,500)
2	(49,200)
3	47,700
4	36,795
5	30,300
AVERAGE	45,699

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	65,418
2	(54,188)
3	49,641
4	45,000
5	(34,170)
AVERAGE	49,683

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	56,160
2	52,212
3	43,759
4	42,000
5	42,000
6	39,419
7	39,015
8	38,850
9	36,795
10	36,250
11	33,584
12	33,300
13	33,080
14	33,000
15	30,924
16	26,520
17	23,560
AVERAGE	37,672

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	65,090
2	63,600
3	(56,550)
4	(51,000)
5	48,475
6	43,200
7	41,904
8	(34,170)
AVERAGE	50,499

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	67,920
2	50,000
3	49,299
4	45,000
5	44,000
6	35,240
7	26,000
AVERAGE	45,351

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	68,581
2	54,755
3	(54,188)
4	43,744
AVERAGE	55,317

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT: ASSOCIATE VICE
PRESIDENT

RANK	SALARY
1	65,418
2	55,122
3	47,254
AVERAGE	55,931

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	48,072
2	41,149
3	33,689
AVERAGE	40,970

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	60,000
2	56,800
3	54,307
4	53,316
5	41,922
AVERAGE	53,269

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
DIRECTOR

RANK	SALARY
1	61,315
2	56,088
3	55,089
4	48,918
5	46,886
6	46,500
7	44,300
8	43,600
9	42,366
10	40,500
11	38,900
12	38,500
13	37,350
14	37,082
15	35,448
16	32,000
17	30,500
18	28,430
AVERAGE	42,432

INSTITUTIONAL RESEARCH OFFICERS:
DIRECTOR

RANK	SALARY
1	(55,900)
2	52,212
3	49,236
4	46,765
5	41,900
6	38,500
7	36,768
8	36,576
9	33,500
10	33,100
11	33,000
12	29,900
13	29,376
AVERAGE	39,749

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

LEGAL COUNSEL

RANK	SALARY
1	80,000
2	71,900
3	67,920
4	67,500
5	(64,093)
6	60,000
7	(55,500)
8	55,000
9	54,891
10	54,307
11	54,180
12	53,200
13	52,579
14	51,038
15	51,000
16	49,740
17	46,350
18	45,000
19	44,196
20	43,440
21	42,300
22	40,580
23	38,500
24	38,300
25	36,795
26	21,800
AVERAGE	51,543

DIRECTOR OF PERSONNEL

RANK	SALARY
1	69,500
2	(55,900)
3	55,308
4	54,180
5	48,702
6	47,600
7	(47,200)
8	47,171
9	45,124
10	45,000
11	42,907
12	42,643
13	42,500
14	42,144
15	40,975
16	40,000
17	39,700
18	38,500
19	36,795
20	32,400
21	32,163
22	29,478
23	26,316
24	26,101
25	24,750
AVERAGE	42,122

SECRETARY TO THE BOARD

RANK	SALARY
1	67,000
2	65,090
3	(64,093)
4	60,000
5	57,780
6	(55,500)
7	53,700
8	51,300
9	(51,000)
10	45,000
11	43,000
12	41,066
13	37,142
14	37,115
15	32,100
16	31,499
17	30,475
18	30,240
19	25,006
20	23,784
21	20,000
22	18,200
AVERAGE	42,731